38th Year

AT GUELPH

Total to date: $20,672

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FIRST GLANCE

E-mail a hit on campus

The number of central computer accounts on campus is now pegged at 12,300, an increase of 50 per cent over the spring semester. What are people using them for? E-mail primarily, says Doug Blain, manager of the Central Computing Facility. The system handles some 12,000 to 15,000 e-mail messages a day. When the mail is at its heaviest, deliveries can take up to three hours.

Over the next two to four weeks, hardware upgrades will occur, says Ron Elmslie, director of Computing and Communications Services. "This will likely resolve the increased computing load and should reduce the delivery time for electronic mail," he says.

Congratulations, new grads!

About 650 students will join the ranks of U of G alumni Oct. 7 at three convocation ceremonies in War Memorial Hall. Among the graduates will be the first students to earn degrees from Guelph's psychology PhD and master's in management studies programs. For more details about convocation, see stories on page 8.

Inside:

United Way donations earn chance to win prizes 3

Physicist captures Polanyi Prize 4

Calendar 7

Thought for the week

In charity, there is no excess.

Francis Bacon

DOWNTOWN GUELPH

They've got it down to a science

Biological engineering students Michelle Gal, left, Heather Gunter, centre, and Laurie Hatfpenny, winners of National Research Council (NRC) Women in Science and Engineering awards, will spend the next three summers getting research experience at NRC facilities. See story on page 5.

Photo by Maurice Olshi, University Communications

U of G contributes to local economy

by Andrea Mudry Fawcett
University Communications

U of G contributed almost $400 million to the local economy in 1992/93, according to a recent study by Institutional Analysis and Planning.

Faculty, staff, students, visitors and the institution itself spent $226 million, according to "The Economic Impact of the University of Guelph on the Guelph Area," a study prepared by Michael Kupferschmidt. Some $42 million of this was spent by students.

These direct expenditures became the income of other individuals and businesses, who then spent it and generated a multiplier effect that resulted in a total contribution of $377.3 million, says the report. This is 3.3 times the size of the combined Ontario government operating and capital grants to the University for 1992/93. It also represents 10 to 15 per cent of the total economic activity in the Guelph area.

The full economic impact is believed to exceed this level after taking into account the accelerator and long-run effects of business investment, technological innovations and induced population growth, according to the report.

U of G is the largest employer in the city with 6,175 full-time, part-time and casual employees.

The University's economic impact reflects the situation of universities across Ontario. For every dollar the province spends on universities, they generate $4 of economic activity, according to a study published by the Council of Ontario Universities (COU) in 1994 on "The Economic Impact of University Expenditures."

The three levels of government received more income in tax revenues from the economic impact of universities than they spent in grants to those institutions, says the COU study. Municipal governments were the biggest beneficiaries. They made grants of only $3 million and received $162 million in tax revenues. The federal and provincial governments together spent $2.55 billion in grants and contracts and received $2.66 billion in tax revenues.

The COU study underlines the impact of each one-per-cent cut in grants to universities, which would reduce income by $22.3 million. As a result, within the economy as a whole, total sales would fall by $45.2 million, and the number of people employed would decline by more than 1,000.

Guelph contributes to the community in many other ways:

Educational services

- The 2.5-million-volume library is available for public use.
- Part-time degree and non-degree courses are offered to students locally, nationally and internationally. Some 15,300 were enrolled in continuing education, non-degree professional-development courses and general-interest courses on the Guelph campus, at locations convenient to the learners and through independent-study programs. Another 5,600 were enrolled in distance-education credit courses in 1993. A new open learning program enables individuals to register in any distance credit course for personal or professional development. In addition, 550 were

See CITY on page 3

OCUA funding proposals worry UGFA

The U of G Faculty Association (UGFA) is concerned that proposed changes to university funding would threaten institutional autonomy and diminish quality of education.

Prof. Glen Filson, Rural Extension Studies, the UGFA's director to the Ontario Confederation of University Faculty Associations, told *At Guelph* Monday that the UGFA has prepared a response to the Ontario Council on University Affairs (OCUA) discussion paper "Sustaining Quality in Changing Times."

OCUA is advocating a targeted funding system that will allow the government to dictate which programs thrive and which wither, says the UGFA. And OCUA is proposing a funding mechanism that the council itself admits will threaten university autonomy.

The UGFA says it's a mistake for OCUA to separate research from teaching and that it's equally arbitrary to separate community service from research and teaching.

Reducing the autonomy of universities and their academics will transform universities from independent societal agencies into government agencies as has already happened to OCUA, says the UGFA.

Under such circumstances, professors' academic freedom would not really exists, the UGFA says.

U of G and community leaders will make presentations to the council at a campus meeting Oct. 13 at the Eccles Centre. OCUA will meet with the University community in the afternoon and with members of the downtown community in the evening. UGFA will make a presentation at the afternoon session. (See next week's *At Guelph* for more details.)

U of G's response to the OCUA discussion paper is printed on page 5. ☐

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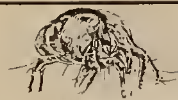

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LETTERS

It's back to ordering directly from the publisher

I notice that the bookstore has posters up saying: "We will not be undersold." By this, they mean that if you find the same book cheaper elsewhere, they will make it up to you.

But the University community may want to know that it is *not* the policy of the bookstore to sell at the lowest possible price. The following letter clearly documents that fact. I sent it to bookstore manager Kim Seifreid and to Garry Round, director of Hospitality and Retail Services, Aug. 16 and have received no response from either. So it's safe to say there is nothing in my letter that they believe needs to be corrected. The following paragraphs are the text of my original letter.

I recently ordered *Studies on the Origin of Modern Tonolity* by Carl Dahlhaus, which sells for $55 in the United States, and I was hit with a bill for $90 Canadian (before GST). When I asked how the figure was arrived at, the computer revealed there was a $5 charge for non-existent border fees (no border fees had been collected), the exchange rate was calculated at $1.45 when my bank was charging $1.39, then a couple of extra dollars were tacked on to round it up to the nearest $5.

The last two items meant that the bookstore arbitrarily gave itself an extra $5 profit, and the fictitious border charge (which was subsequently dropped from my bill) meant $5 on top of that, for a total of $10 in unearned profits at my expense.

A couple of weeks ago, the bookstore charged me $25 Canadian for a book that sells for $14.95 in the United States. I wish I had asked to see that calculation on the bookstore computer as well (and also a year or two ago, when I was charged $85 for a $55 U.S. book).

Two years ago, when DOS 6.0 came out, I went to the bookstore to buy a copy and discovered the price was $20 above the advertised price. When I pointed this out, I was told it was because the product was so hard to obtain. No other stores in Guelph had been able to get it at any price, they assured me. So I went back to my office to phone around, and the first place I phoned had it in stock and at the advertised price. It was easily obtainable, they told me.

When I first came here, I used to order all books directly from the publisher, but 15 years ago or so, when the bookstore instituted a policy of charging nothing but the list price plus exchange (clearly itemized inside the book), I decided to support it so it would get the 20- to 40-per-cent bookstore cut that the publisher would otherwise pocket.

The new bookstore is obviously no longer satisfied with its cut from the publisher, and I'm no longer satisfied with the bookstore. It's back to ordering directly from the publisher.

Prof. Kenneth Dorter
Philosophy

Letter called stroke of comic genius

Finally, somebody decided to inject a little humor into the restructuring process. In the Sept. 21 issue of *At Guelph*, retired zoology professors Keith Ronald and Roy Anderson (you were being funny, weren't you, boys?) told us about the good old days when they were the movers and shakers around here. It goes without saying that their hilarious version of history is a little less than complete.

One of the reasons the development of environmental science has had to wait so long to achieve some kind of priority on campus is because prominent biologists of one stripe or another who could have done something about it in the 1960s and '70s were too intent on setting up a college structure that resulted, among other things, in at least three different botany departments and even more zoology departments.

When those titanic power struggles were over, the kind of biology that emerged triumphant either required trips to distant oceans to practise or dealt with the subject in such reductionist terms that a topic was not considered to be real science unless it was so small that it required at least two men, a small boy and an electron microscope just to see it.

Ecology, an absolute prerequisite for environmental science, languished for lack of support, and ecologists were treated as pariahs (though come to think of it, that may have been because one of them is Welsh). Even now, the kind of whelp we are producing in the name of a faculty of environmental sciences may not have the kind of ecological muscle it requires.

Anyway, we were all due for a good chuckle, and seeing Ronald in the role of Ozymandias was enough to make a biochemist laugh. And giving him Anderson as a second banana (rather like Batman's Robin, to mix the image a bit) was a stroke of comic genius. But next time, lads, don't forget the many-layered punchline: "Look at our works, ye mighty, and despair."

Prof. Ward Chesworth
Land Resource Science

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Jim McElroy, B.A.

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PEOPLE

Prof. **Ramesh Rudra**, Engineering, received the 1994 Jim Beamish Award from the Canadian Society of Agricultural Engineering (CSAE) this summer. The award recognizes outstanding work in teaching, research, extension or industry in the area of soil and water. Rudra has contributed significantly to the development of GAMES and GAMESP computer models for the management of watershed soil erosion and sediment and phosphorus transport.

Prof. **Gauri Mittal**, Engineering, received the CSAE's 1994 John Clark Award, which recognizes outstanding work in teaching, research, extension or industry in one or more of the fields of electric power and processing, energy or food engineering. Mittal's work has contributed to establishing food engineering as a distinct profession in Ontario and across Canada.

Adjunct engineering professor **Norbert Schmidtke** received the Albert E. Berry Medal of the Canadian Society for Civil Engineering for his outstanding contributions to environmental engineering in Canada. Schmidtke is a process engineering specialist, internationally recognized for his expertise in waste-water treatment technology.

Prof. **Irène Pagès**, French Studies, presented two papers at the Learned Societies in Calgary — "Sartre et Beauvoir sur l'Amérique" for the Sartre Society and "Femmes dans la crème: étude des représentations fluides de la féminité dans les mythes anciens et la publicité" for the annual APFUCC conference. Pagès also spoke on "Féminité: Bachelard, Irigaray" at the Conseil international des études francophones conference in Quebec and on "Hommes de pierre et femmes d'eau" at a symposium on French literature in New York.

This summer, Prof. **George Bubenik**, Zoology, attended the International Conference on Deer Biology in Scotland, where he chaired a workshop on antlers and gave a paper on "Seasonal Variation of Reproductive and Other Hormones in the Male and Female Reindeer." He also spoke at the Pineal Conference in Quebec on "Localization and Physiological Significance of Gastrointestinal Melatonin." He has been asked to organize the next Pineal Conference in Guelph in 1997. Bubenik also spoke at the South Ontario Reproductive Biology Conference in Hamilton on "Regulation of Seasonal Reproduction in the Arctic Mammal, the Reindeer."

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At Guelph welcomes contributions from the University community, including letters to the editor, opinion pieces, publications and news about faculty, staff and student activities. Deadline is Wednesday at noon unless otherwise specified. Articles may be reprinted with permission of the executive editor.

At Guelph headlines top stories and coming events can also be accessed on GRIFF.

Offices: University Communications, Level 4, University Centre, University of Guelph, Guelph, Ontario N1G 2W1. Telephone: 519-824-4120, Fax: 519-824-7962. Office hours: 8:30 a.m. to 4:45 p.m.

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Executive editor: Sandra Webster, Ext. 3864.
Editor: Barbara Chance, Ext. 6580. **Writer:** Maurice Oishi, Ext. 2592.
Advertising co-ordinator: Vicki Gojanovich, Ext. 6690.
Production: Linda Graham, Ext. 6581.

Editorial advisory board: Prof. Don MacLaurin, HAFA; Prof. David Swayne, Computing and Information Science, Prof. Suzy Lake, Fine Art; Prof. Ann Oaks, Botany; Sheila Trainer, Zoology; David Hull, U of G Library; Jane Watt, Human Resources; Jim Rahn, Veterinary Teaching Hospital; Prof. Bram Cadsby, Economics; Prof. Praveen Saxena, Horticultural Science; David Ogden, Central Student Association; Stephanie Ounpuu, Graduate Students' Association; and Guelph lawyer Robin-Lee Norris.

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Please Recycle

U of G Foundation channels first donation

Members of the board of the U of G Foundation are all smiles as chancellor Lincoln Alexander signs a cheque for $71,822.81, the first donation channelled through the new Crown agency. The money is a gift from Blake Graham, a 1951 OVC graduate, to support a U of G/McMaster research project on breast cancer. Standing, from left, are president Mordechai Rozanski and board members Burt Matthews, former president of U of G; Consuelo Allen of the Ontario Ministry of Consumer and Commercial Relations; and James Hunter, retired chair of the board of Canada Packers. Absent is board member Maureen Higa of the Ontario Ministry of Agriculture, Food and Rural Affairs.

Photo by Mary Dickieson, University Communications

United Way donations offer chance at prizes

The campus United Way appeal will once again stage draws offering prizes donated by individuals and departments on campus. Anyone who donates $50 to the appeal is eligible for the draws.

The prizes being offered include the following:

- A silk U of G tie donated by the B of G Office.
- A bottle of red and a bottle of white wine, a gift of the University Club.
- A car wash, grease job and oil change from Vehicle Services.
- A $20 Whippletree voucher, courtesy of Hospitality and Retail Services.
- A one-year non-preferred parking permit from Parking Administration.
- The book *A Campus Portrait* from University Affairs and Development.
- Chocolate almond torte, donated by Barbara Abercrombie, President's Office.
- Two copies of *The College on the Hill* from Alumni Affairs.
- One dozen English scones, courtesy of Sandra Webster, University Communications.
- Free enrolment in a certificate course from Continuing Education.

- Three pairs of tickets to the Royal City Musical Productions show *Annie*, courtesy of Lois Lamble, Economics.
- Five prizes of Vendacards worth $10 each, a gift of the library.
- $25 worth of cleaning supplies from Housekeeping.
- A box of homemade peanut butter from Liz Honegger, Counselling Unit.
- A bottle of homemade wine, a gift of Shelly Birnie-Lefcovitch, Counselling and Student Resource Centre.
- Lunch for two in the HAFA restaurant, courtesy of Prof. Tanya MacLaurin, HAFA.
- A chocolate truffle cake, a gift of Mary Cocivera, University Communications.
- A crested U of G T-shirt from Hospitality and Retail Services.
- Two prizes of large pizzas from Pizza Pizza, courtesy of Hospitality and Retail Services.
- Two prizes of U of G ball caps from Hospitality and Retail Services.
- $20 Gryphs Sports Lounge voucher, a gift of Hospitality and Retail Services.
- U of G coffee mug with coffee from Hospitality and Retail Services.
- A cooler bag and T-shirt, courtesy of Hospitality and Retail Services.
- A $50 gift certificate from Hospitality and Retail Services.
- Two prizes of honey, a gift of Pearl Milne of the library.
- A framed U of G "horse" poster, courtesy of the chief librarian's office.
- U of G alumni baseball cap from Alumni Affairs.
- A package of hand-drawn stationery, a gift of Vicki Gojanovich, University Communications.
- A teddy bear from the Campus Pharmacy.
- 10 poster prizes from the Student Liaison Office.

More prizes will be announced later. ❐

City benefits from cultural, social contributions

Continued from page 1

enrolled in part- and full-time general studies credit courses, and 6,000 were enrolled in independent-study programs in agriculture, horticulture, agri-food and rural living.

- The Speakers' Bureau is a free service involving faculty and staff who volunteer to speak to local groups.
- OVC's large- and small-animal clinics treat more than 12,000 animals annually. The OVC Farm Service tends 14,000 animals each year, and the Wild Bird Clinic cares for 500 birds and provides educational programs in schools that involve hundreds of students.
- Development projects at home and abroad are supported by the University, including educational programs on development issues.

Research

With $67.3 million in research funding, Guelph is one of Canada's most research-intensive universities. If ranked among Canada's top 100 corporations involved in research and development, U of G would place as the 13th-largest research and development spender in the nation:

- The Research Park provides a site for government laboratories and private industry with easy access to U of G expertise. This is one of many campus features that encourage industry to locate in the area.
- Campus researchers have patented 33 inventions and licensed many procedures, ranging from vaccines and tests for viral infections to techniques for biological pest control. Crop scientists alone have developed more than 100 new varieties of field crops, returning more than $1.1 million in royalties and income from licensed technologies to breeding programs sponsored by the Ontario Ministry of Agriculture, Food and Rural Affairs.

It's estimated that each dollar of research support at U of G returns $40 in benefits for society. This does not include the University's contributions to the expansion of knowledge and social and public policy through the scholarship and publications of its faculty in the sciences, arts, humanities, social sciences, and applied and professional programs.

Cultural contributions

- University employees serve as board chairs and directors for many organizations, including the Edward Johnson Music Foundation, Guelph Arts Council, Guelph and District Multicultural Centre, Hillside Festival, Guelph Children's Singers and Royal City Music Productions.
- Some 3,000 people attend student drama productions on campus each year. Another 3,000 attend dinner-theatre performances at The Arboretum.
- The Department of Music sponsors free noon-hour concerts, choir and orchestra concerts and student and faculty recitals. Combined with co-sponsored concerts at the Macdonald Stewart Art Centre, these events entertain an estimated 5,000 people each year.
- The Macdonald Stewart Art Centre, jointly funded by the University, city, county and Wellington County Board of Education, draws 31,000 visitors annually, including 3,000 schoolchildren. The centre regularly features the work of local artists.
- The University Centre presents drama, dance, music and lectures that are attended annually by 34,000 people from the local area and southwestern Ontario. Two annual craft shows draw 40,000, and the annual Guelph Collectibles Fair attracts another 3,000.

Athletic facilities

- The twin-pad arena, pools, gym, weight rooms, squash and tennis courts and playing fields are used by the community. Football, basketball, hockey and other sporting events attract thousands more to campus.

Social services

- Through Volunteer Connections, more than 300 U of G students give their services to local schools, hospitals, seniors' residences and social-service agencies.
- Faculty and staff are active on the boards of such social-service agencies as the Canadian Red Cross and in service clubs such as Rotary and Kiwanis.
- U of G is the city's number one supporter of the United Way. In the 1993 campus appeal, the University community gave $156,000, exceeding its goal by $16,000.

Environmental impact

- The Arboretum annually hosts 73,000 visitors who walk the trails and enjoy environmental education programs. The Arboretum's "The 5000 Days" distance-education course on global environmental issues is taken by 600 people every year and is linked to a recent TVO series called *Sustaining Our Planet*.
- The Arboretum is home of the *Ontario Tree Atlas*, a $250,000 project supported by the Ministry of Natural Resources that involves hundreds of people.
- U of G personnel contribute to many environmental groups, including Puslinch's Roadside Heritage Trees and the local Round Table. ❐

Campus Fund at $60,000

The Campus Fund drive is approaching the mid-point in its efforts to raise $140,000 for campus initiatives. To date, $60,000 has been raised, $22,435 of it in response to a campus mailing in August.

Last year, the fund raised about $127,000 with a campus participation rate of 27 per cent. Reaching this year's goal will require both the continued loyalty of past donors and the donations of new ones, says Dinnie Baker, development officer in University Affairs and Development.

"The University is more than a place to work," says Baker. "Like other charitable organizations, it does good works, particularly in research and scholastic endeavors, where its reputation is exceptional."

All donations given to U of G through the Department of Development qualify for a tax receipt.

Baker encourages all members of the University community — not just the 600 alumni who work on campus — to respond generously to the campus mailing. "Choose an initiative of interest and make a contribution," she says. For more information, call her at Ext. 6674. ❐

Obituary

Doug Robinson, manager of U of G's Stewardship Information Bureau, died Sept. 27. He was 63.

A 1953 graduate of OAC, he had worked on campus for the past five years.

Mr. Robinson is survived by his wife, Marilyn, director of donor relations in University Affairs and Development, their five children and eight grandchildren. He is also survived by his parents and two brothers.

Memorial contributions may be sent to the Douglas M. Robinson Memorial Fund c/o Alumni House. ❐

Physicist captures Polanyi Prize

by Maurice Oishi
University Communications

Prof. Elisabeth Nicol has made an auspicious debut at U of G.

The newest member of the Department of Physics faculty has just been named a winner of the prestigious Polanyi Prize in Physics, given annually to up-and-coming Canadian scientists.

Nicol is also the recipient of a Natural Sciences and Engineering Research Council Women's Faculty Award, one of 15 presented each year. These five-year awards in all fields of science and engineering are intended to give selected young women the opportunity to enhance their research during the initial stages of an academic position.

Nicol is the only woman currently on faculty in the Department of Physics.

Her area of expertise is the theoretical physics behind high-temperature superconductors, materials that, unlike everyday wires, are capable of carrying electricity with negligible resistance when cooled to extremely low temperatures.

This and other unusual properties of a superconductor give rise to unique applications ranging from high-speed transportation to medical diagnosis.

The Ottawa native's interest in physics was cultivated as an undergraduate at Mount Allision University in New Brunswick. She went on to do a PhD at McMaster.

It was at the American Physical Society meeting in New York in 1987 that she first heard about the newly discovered high-temperature superconductors.

At that meeting — "which they now call the Woodstock of Physics," she says — scientists announced the advent of superconductors that operated at temperatures far higher than any known to date (but still demanded temperatures near -180 C).

Since then, she has investigated how these materials — and their even newer cousins — are capable of carrying electrical current with such low levels of dissipation.

Although Nicol is the only physicist investigating these materials on campus, she says U of G was her first choice.

"This is a first-rate physics department for research and teaching," she says. "And both aspects are very important to me."

Holder of an NSERC postdoctoral fellowship at the University of California, Santa Barbara, before coming to Guelph, Nicol says quality of life was another issue that brought her back to Canada.

The end of a nomadic existence as a student and postdoctoral fellow is a relief, she says.

As she puts down roots in Guelph, she hopes to become involved in the community.

"I think a scientist should do some type of public education, depending on his or her talents. If we expect the public to support us, then we have an obligation to explain what we are doing and why it is important." ❑

Polanyi Prize winner Prof. Elisabeth Nicol holds a high-temperature superconductor. She investigates the theoretical physics behind its unique properties. Photo by Maurice Oishi, University Communications

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Engineering students win NRC awards

by Maurice Oishi
University Communications

Three U of G biological engineering students are among 25 recipients of a 1994 National Research Council (NRC) Women in Science and Engineering Award.

Over the last two years, U of G has put forward the names of eight candidates for the national competition, and six have gone on to receive the award.

This year's winners are Heather Gunter, Michelle Gal and Laurie Halfpenny.

The scholarships for women entering their second year of study offer opportunities to conduct research for three summers in an area of interest at an NRC facility.

Two of last year's recipients chose to work in astrophysics facilities, and one did research in the area of environmental chemistry.

Gunter and Gal plan to go to the Institute of Biodiagnostics in Winnipeg to do heart research; Halfpenny hopes to work on the design of prosthetics at the Institute of Information Technology in Ottawa.

This year's winners have much in common. Gunter and Gal were roommates in first year. All three shared courses in engineering last year and had jobs this summer doing research. They all credit Prof. Jack Weiner, Mathematics and Statistics, who taught them calculus, for raising their interest in the NRC award.

In addition to their strong academic credentials, the women have been active in other facets of campus life. Both Gunter and Gal were volunteers with the Safe Walk program and helped put together the engineering yearbook. Gunter also volunteered with the Canadian Red Cross. Halfpenny plays varsity soccer, reports on sports for the *Ontarion* and served on a strategic-planning task force.

Their placement in NRC facilities should help them in their career aspirations. Gunter is considering medical research; Halfpenny is interested in either medicine or biomedical engineering. Gal is less sure of her future, but says the NRC award "will give me an idea of some opportunities."

Gal says she was even unsure about whether to apply for the award because the competition seemed steep. In hindsight, however, she offers this advice: "Just apply. Nobody thinks they'll get it, so a lot don't even apply." ❑

Farming systems scientist sought

A farming systems research (FSR) program is being developed at Guelph as part of a broader agri-food systems research program. It will be closely associated with the new chair in ecosystem health.

A tenure-track position in OAC is available at the assistant or associate professor level for an established scientist to provide leadership in the FSR program.

Candidates must have a broad understanding of agricultural systems.

Applications and nominations, including a curriculum vitae and list of three references, should be submitted by Oct. 31 to Prof. Larry Milligan, vice-president for research, on Level 4 of the University Centre. ❑

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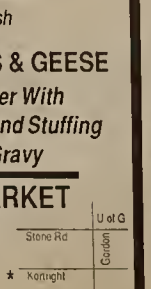

Health-care network funds research transfer

The Ontario Health-Care Evaluation Network has announced its first award program for innovative research demonstrating methods for and benefits of the transfer of health-services research to health-care planners, policy makers and practitioners in Ontario.

The deadline for applications is Oct. 15. More information and application forms are available from the Office of Research. ❑

U of G's response to OCUA's discussion paper on funding

U of G agrees with OCUA's summary of the changing environment that Ontario universities currently operate in and can expect to operate in in the future. It's an environment of constrained government funding, changing public policy priorities, demand for research outcomes and for highly skilled personnel, an increasingly diverse student population, and the need to be seen to be accountable.

It is for this reason that U of G is engaged in a massive strategic-planning exercise that is examining what we as a university should do, what we should do differently and how we can do it in the most effective and efficient fashion. This exercise, which started late in 1993, has actively involved at least 200 faculty, staff and students, has been broadly consultative with input received from across the entire University and will be completed in early 1995.

The difficult task of implementing the recommendations of the Strategic-Planning Commission will then begin. This will be helped immeasurably if there is stability and predictability in what, even with constrained government resources, will continue to be our largest revenue source — government transfer payments.

In addition to this searching examination of what we should do and how best to do it, and as a concomitant initiative in light of reduced funding and the need for flexibility in deploying our resources, U of G introduced a voluntary special early retirement program (SERP). Early retirements began Aug. 1 and will continue to April 30, 1996. A total of 247 employees, 71 of them faculty (10 per cent of complement), will leave U of G under this program.

Board of Governors authorized a plan to repay the cost of SERP (about $30 million) over the next four years. After that, a portion of released funds will be available for new initiatives.

To respond adequately and in detail in this paper to all the issues raised in OCUA's discussion paper, and even to the eight focusing questions, would be a mammoth task. Given the urgent need to develop an appropriate course for Guelph in today's difficult circumstances, it is not a task to which we can afford to devote the necessary resources.

It is significant, however, that many of the non-funding issues such as the link between teaching and research, alternative methods of program delivery to a changing student population, the need for program restructuring and rationalization, and co-operation among universities and between universities and CAATs have been addressed by committees and task forces engaged in the University's planning exercise.

As these reports are completed, they will be used to inform our discussions with OCUA Oct. 13 and, where appropriate, will be submitted to the council before the November deadline.

In this paper, we concentrate our commentary on the funding models proposed by OCUA, although we must point out that we do not agree with the council's conclusions regarding teaching and research nor their estimate of the fraction of instructional costs borne by students.

With respect to the link between teaching and research, we make the following comment. Every university seeks to balance its contributions to the various groups it serves — undergraduate and graduate students, communities of work and practice, the academic disciplines and society at large.

Each university develops its own character that reflects the strengths of the faculty, the way programs are designed and delivered, the mix of disciplinary and interdisciplinary strengths, who is taught and which communities are served. But beyond the "what" and "who" lies the "how" — each institution chooses how to balance its various commitments and how to live out its particular calling as a community of scholars.

In our case, U of G has defined itself as a research-intensive learner-centred university. Our reading of the literature and personal experience convince us that the most successful undergraduate experiences occur in institutions that have a vigorous research climate and give close attention to the undergraduate program.

As a learner-centred university, Guelph is committed to educational experiences that are delivered and evaluated to optimize the value of student learning. The University encourages both continual maturing of learning capabilities and mastery of specific content areas. It actively engages students in learning experiences, designed so they develop the academic and personal competencies that enable them to increasingly assume responsibility for their own learning.

The addition of an intensive research environment adds to these characteristics in the following way. Research-intensive learning experiences emphasize the process of inquiry, which is essential to academic research, but is equally applicable to all knowledge-based activities.

As a research-intensive university, Guelph engages all students with ongoing inquiry, so they come to value the process and outcomes of research and develop the capability for systematic critical inquiry in their work and way of life.

In a learner-centred university, faculty are catalysts for student learning. In a research-intensive learner-centred university, faculty intentionally model and nurture the inquiry process as part of their teaching activities. This involves opening up their own learning processes in their teaching and other scholarly commitments, so that students can see how faculty integrate research as part of their professional activities.

The link between research and learning is made explicit; one informs the other, and each benefits from the interaction.

If one adopts this mission, as U of G has done, then the methodology used to derive the figure of 35 per cent as the student contribution to the cost of education is not valid. Universities are not two separate institutions housed under one roof — a research institute and an extended high school or community college. Rather, they are an integrated whole.

Some universities emphasize their teaching role with research and scholarly activities as vital but supporting activities, some choose the converse, and a third segment strives for a more dynamic balance. But all institutions, if they are to remain universities, must embrace both functions. The overlap of these functions and their informing one of the other invalidate the assignment of revenue to any one of the functions.

It is presumably for this reason that the formulas used by Ontario (and to the best of our knowledge, all other jurisdictions) to fund universities and to fund CAATs are markedly different. By the same token, it is probably the main reason students choose to attend a university as opposed to a CAAT and vice versa.

Before turning to the commentary on the proposed funding models, we express regret that OCUA has not addressed the question of tuition more directly. Although recognizing the limitations imposed by the minister's directive, we need sincerely remind the council that tuition policy and tuition levels are directly related to accessibility, have a significant impact on several of the issues raised in the discussion paper and must be an integral part of any review of funding options.

We wish to note that historical evidence does not support OCUA's contention that the current corridor system will not meet accessibility concerns. This leads one to wonder what the underlying rationale is for this exercise in formula revision, particularly as the current funding system will not be fully in place until 1996.

Model A: Modified corridor system

Model A1

Model A is clearly the alternative that would cause the least perturbation. The questions are:

- How much would be taken out of the current combined base-plus-transition grants to fund an upward shift in corridors?
- How would the new corridors be determined for the system and for each institution?
- Would the remaining funds be allocated on the current corridor midpoint fixed share?

If Model A were adopted, one way of proceeding would be as follows.

- Determine the total number of BIUs to be funded. Say this is X. For example, X could be the current total BIUs enrolled in the system.
- If the current corridor midpoint of the system (423,431) is Y, form the fraction Y/X.
- Multiply each institution's basic and current transition grant by the fraction Y/X.
- Negotiate with each institution a new corridor midpoint so that the system corridor midpoint moved from Y to X.
- Redistribute the total funds saved X-Y/X. (base plus current transition grants) according to each institution's share of BIU growth to the new corridor midpoints.

Given the system's experience with discounted BIUs and the resulting arguments advanced with respect to inequity, it is recommended that the growth BIUs be funded at the same level as the average base BIUs. This would be implicit in the method outlined above.

Model A2

Good planning is not the production of a fixed plan, but the creation of a flexible process. On the surface, a proposal that calls for a continual planning cycle is therefore intuitively appealing. It must be recognized, however, that university planning has long lead times.

When students are admitted to a program, a four-year (or more) commitment has been made, and the institution must have some guarantee of stability and predictability in its funding base if it is to plan sensibly. The problem here is how the system proposed in A2 would reconcile the need for predictability in funding levels with the continual review process.

Currently, there is insufficient detail in this proposal to permit a considered response. One question does arise concerning how enrolment priorities would be determined. Given the abysmal record of human resources planning and recognizing the aforementioned lag time between enrolling and graduating a student, this is clearly an area fraught with difficulty.

Model A3

The raising of the international graduate student fee pool as one of the "inequity" concerns by OCUA raises a much more basic concern — should the integrated BIU approach be continued or should grants and fees be disconnected?

The treatment of international graduate students is no different from the treatment of domestic students, whether graduate or undergraduate, under the current integrated BIU approach.

This said, the list of supposed inequities contains a wide assortment of areas of investigation, some of which are easier to approach than others. In particular, a determination of "appropriate program (BIU) weights" would be a major task involving many person years of effort. How would "appropriate costs" be determined? The existing data are largely expenditure patterns, not costs. Would there be some theoretical foundation for what constituted appropriate costs?

In addition, the list appears to have at least one major omission — the appropriate treatment of unfunded BIUs, the BIUs above an institution's corridor limit. It would be inappropriate, for example, to investigate differences in base BOI/base BIU without taking these unfunded BIUs into account.

Model B: Enrolment-sensitive system

Model B1

This model has the advantage of apparent simplicity, but the grave disadvantage that any one institution's actions directly affect the funding levels of all other institutions.

In times of severe constraint in funding levels, it is already extremely difficult to plan the best use of resources. To introduce another level of uncertainty would compound the problem. Assuming that there is a fixed amount of funding available, we would have a return to the "tragedy of the commons."

At present, universities are exploring and implementing ways of co-operating to offer the best-quality programs in the most cost-efficient way. The Guelph-Waterloo-McMaster electronic classroom link is one example. If institutions are forced to maximize their enrolment to maintain their share of a fixed funding pot, a new obstacle will be placed in the path of implementing such collaborative efforts.

Model B2

Some of the disadvantages listed above for Model B1 apply to Model B2, but in muted form because only a portion of the funding would be tied to the moving average. As a result, Model B2 would be more attractive in this regard.

It does, however, introduce one further disadvantage. The present claims of inequity regarding differences in base BOI/base BIU arise from just such a model where growth BIUs were discounted. Although all institutions were aware of the discounting when they made their enrolment plans, this has not prevented advancement of the siren argument that all BIUs should be treated equally. If Model B2 were introduced, we might expect to have a repeat of today's inequity arguments 10 years from now.

Model C: Purchase-of-service system

The basic question raised with respect to this model is the value placed on the university's roles as a source of new knowledge and its dissemination and as an independent critic of society and government.

Implementation of a system such as that proposed by Model C would have to be carefully devised to prevent universities from becoming just another arm of government reflecting the views of whichever party happened to be in power at any one time. This is more than an issue of autonomy; it is an issue of a collegial governance system with an accountable board and senate being responsible for setting a distinct academic mission designed to serve society's long-term as well as short-term needs.

Apart from this basic question, there are a number of technical questions raised by this proposal. The first concerns quality: How will it be specified and how will it be measured? Will "contracts" be awarded to the lowest bidder and how will this affect quality?

One can see possible specifications of attributes of entering students, but will there be strong pressures to achieve a specified retention rate for students, regardless of their performance, to meet funding objectives?

Questions also arise about the terms of the contract related to research. One can visualize a specification of desired deliverables for applied science, but what about the whole area of reflective scholarship, particularly in the social sciences and humanities? Is it proposed in the research area to follow the British model of assessing the quality of research at each department at each university by a group of peers? If so, from where will these peers be drawn and what will be the cost of the process?

At a more mundane level, what will be the length of the contracts? Will they be yearly or will they cover a multi-year period? Given the length of the average degree program, there would seem to be strong arguments for a multi-year contract if one wanted to monitor the process in terms of outcomes. If the contract were multi-year, would government be able to make such multi-year commitments?

This in turn raises questions as to how such contracts would be audited. In light of the Broadhurst task force report, how does OCUA see accountability being dealt with if Model C is adopted? If a system were set in place for auditing contracts between the Ministry of Education and Training and universities, would the same system be used for monitoring contracts between universities and other Ontario government ministries such as OMAFRA?

Another question must be raised that is both technical and philosophical. The whole basis for Model C is the presumption that teaching, research and public service are separable, identifiable activities that could be funded separately. It has already been argued above that these activities are for the most part an integrated whole with considerable overlap in the outcomes produced by any particular activity.

In addition, the description of the model seems to imply that the academic disciplines are themselves discrete with distinct boundaries. A university is more than a collection of separate academic disciplines, some of which could be funded and some not. It is an organization where the opportunity to examine a problem or issue from more than one disciplinary viewpoint provides a synergy that must be cultivated.

Given that most of the important problems and issues faced by society today demand an interdisciplinary and multidisciplinary approach, it is inconceivable to think of an undergraduate program — outside the professional programs — that would be limited strictly to one narrow discipline if it purported to fit its students to play their part in today's complex world.

One final point may be made. Under the funding formulas in place, the Ontario university system has developed into a diverse set of institutions. As such, they provide a broad spectrum of opportunities for Ontarians and they do so while meeting goals for accessibility, equity and excellence. Any changes to the funding formulas that would force institutions into more uniformity to retain their share of funding would impoverish rather than enrich the province.

Conclusion

We recognize that under present constraints, it is not "business as usual" and that we must find new and better ways of providing a quality education to our students and maintaining the quality of research and service we provide to a broader public. Although we acknowledge that it is government's role to set the policy framework within which institutions must operate, it is the institutions themselves who are in the best position to decide how they will achieve their goals within this framework.

Each institution's response will be moulded by the culture of the institution and the particular role of the institution in the Ontario system.

A funding system that permits this to happen is a good system. A system that, by being overly prescriptive, works against this will be damaging to Ontario universities' competitive position and, in the long run, damaging to Ontario's economic and social well being. An attempt to micro manage from the centre would, in our opinion, be disastrous. ❐

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NOTICES

Convocation parking

To accommodate guests attending convocation Oct. 7, parking lots P.23 and P.24 (Textiles Building) and P.44 (Johnston Hall) will be reserved, except for premium parking spaces. Alternative parking for regular users may be found in P.19, P.17 or P.7.

Lock requests

The Locksmith Shop asks that requests for keys be addressed to Physical Resources, Administrative Department, Hersey Building. Requests must be appropriately authorized and should be sent by campus mail.

Fitness for life

A fitness program for those of "a certain age" who prefer their exercise at less than a frantic pace meets Monday to Friday from 12:15 to 12:45 p.m. on the Alumni Stadium track. Rain location is the combatives room in the Athletics Centre. For more information, call Prof. Pat Kyba at Ext. 3487 or Prof. Keith Slater at Ext. 2429.

Health findings

The Agroecosystem Health Research Project will present its findings to date on environmental, socioeconomic and human community health in southwestern Ontario at a workshop Oct. 13 and 14 at the Arboretum Centre. For more information, call Elin Gwyn at Ext. 8480 or send e-mail to egwyn@envsci.uoguelph.ca.

Secretaries meet

The Guelph Chapter of Professional Secretaries International will meet Oct. 12 at the Cutten Club. Dinner is at 6 p.m., followed by Susan Martin discussing "Team Building" and a business meeting. New members are welcome. Call Ext. 4415 for information.

Making progress

Rod Beattie returns with the latest instalment of his comedy *Wingfield's Progress* Oct. 21 at 8 p.m. in War Memorial Hall. Tickets are $19 general, $17 for students, and are available at the UC box office.

Sculpture unveiling

The latest addition to the Donald Forster Sculpture Park will be unveiled Oct. 20 at 8 p.m. Entitled *Memory Cell*, the piece was created by Reinhard Reitzenstein, a sessional in the Department of Fine Art. A reception will follow the unveiling.

Commonwealth study

The deadline to apply for Commonwealth Scholarships for Canadians to study in Australia, Hong Kong, India, New Zealand and the United Kingdom is Oct. 31. For details and application forms, visit the International Education Services InfoCentre on Level 4 of the University Centre.

Folklife research

The 1995 Edna Staebler Research Fellowship program sponsored by the Friends of Joseph Schneider Haus is now accepting applications. The fellowship supports original research and documentation of Waterloo County and region folklife, both historical and contemporary. Application deadline is Nov. 21. Forms are available from the Joseph Schneider Haus Museum in Kitchener. ❐

CSBs available through payroll deduction

U of G has again arranged for the purchase of compound-interest Canada Savings Bonds by payroll deduction. This is available to permanent full-time employees and contractually limited staff whose termination dates are after October 1995.

The Bank of Canada has set the interest rate for the new bond series at 5.75 per cent for the first year, 6.75 per cent for the second year and 7.5 per cent for the third year.

The deductions will be made in 24 equal instalments, beginning with the Nov. 17 pay. Application forms are available from departmental secretaries and administrative assistants and must be returned to Human Resources by Oct. 28.

Those who purchased 1993 bonds can pick them up from Human Resources between Oct. 26 and Nov. 4. Identification must be shown. For more information, call Ext.3374. ❐

JOBS

As of *At Guelph* deadline Sept. 30, the following opportunities were available:

Electrical Design Co-ordinator, Physical Resources. Salary commensurate with qualifications and experience. Closing date: Oct. 5.

Manager, Special Security Services, Security Services. Salary commensurate with qualifications and experience. Closing date: Oct. 7.

The following were available to on-campus employees only:

Third-Class Stationary Engineer, Central Utilities Plant. Probation rate: $17.59 an hour. Job rate: $18.59. Closing date: Oct. 5.

Technician, Department of Microbiology, temporary leave from Oct. 1/94 to Feb.14/95. Salary: $13.17 to $14.71 an hour. Closing date: Oct. 7.

To determine the availability of University employment opportunities, visit Client Services on Level 5 of the University Centre or call 836-4900. ❐

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Student Help Wanted
(2 positions)
Student Writer
University Communications seeks a student writer to cover the campus beat for *At Guelph*.
The incumbent must have good writing skills, word processing ability, a knowledge of student government and student issues and the ability to work as a team member to tight deadlines. Photography would be an asset.
Public Relations Assistant
Learn about public relations by doing clerical work and helping professionals to arrange news conferences, publicize and promote special campus events and organize newspaper clippings of stories about the U of G. Writing opportunities available if desired.
PLEASE NOTE
Both of these positions are offered through the Ontario Work Study Program. *Only* students approved for this program by the Student Awards Office may apply.
Send resumes and samples of writing to University Communications, 4th Floor, UC or call ext. 6582 for more information.
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Freelance editor with desktop skills for publishing reports, reasonable, teacher with MA in English, 837-2915.

Word processing, desktop publishing, spreadsheet, database, secretarial services; consultation services for preparing résumés and documents; fast turnaround, affordable, 763-3831.

FOR SALE

Single bed, washer and dryer, stove, sink, 767-0451 after 4 p.m.

Cordata IBM-compatible portable computer, Husqvarna zig-zag sewing machine, 843-5778 evenings.

1984 Chevette, five-speed, new front/rear brakes, muffler, battery, tires, 80,000 km, Elaine, Ext. 4334 or 823-8653.

Vasque Sundowner hiking boots, man's size 10, leather exterior, Goretex interior, excellent condition, 763-4027 evenings.

Bungalow under construction on Arkell Road, 1,750 square feet, minutes from University, 821-0842.

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WANTED

Reward for information on the whereabouts of a black Norco mountain bike, license 39981, serial no. F6096987, stolen from 21 Woodlawn Rd. E., 821-6918 after 5 p.m.

Beaver uniform, size 6, Lenore, Ext. 6181 or 824-5878 after 5 p.m.

Twelve- or 14-foot aluminum boat, suitable for use on small lake, good condition, Jim, Ext. 4156 or 821-9401 after 5 p.m.

Index card cabinets, 7 1/4 by 4 1/2 inches, preferably three-drawer, Mo, Ext. 2592.

Full-time child care in your home or ours, two children aged four months and 14 months, starting in November, Pat, 836-0277, or Katherine, 824-4043.

Convocation tickets for Oct. 7, 7:30 p.m., 837-9611.

WANTED

Return ride from Highway 10 in Mississauga to the University, will share gas and/or drive, Kim, Ext. 4900 or 905-275-2247 evenings.

FOR RENT

Large home in University Village to share with conscientious individual, private entrance, bath, guest room, family room, bathroom, parking, storage, $690 a month, 822-3566.

Furnished bedroom with shared bathroom, kitchen in home in Speedvale/Victoria area, female preferred, laundry, parking, close to buses and shopping, no pets, $300 a month inclusive, 822-9577 afternoons.

Three-bedroom furnished townhouse, Scottsdale Drive, five appliances, garage, landscaped patio off kitchen, atrium patio, close to University, available Nov. 1, $1,050 a month plus utilities, 763-3452.

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CALENDAR

THURSDAY, OCT. 6

Pathology Seminar - Graduate student Robin Lindsay discusses "Duration of *Borrelia Burgdorferi* Infectivity for *Ixodes Scapularis* in White-Footed Mice" at 11:10 a.m. in Pathology 2152.

Concert - Stephanie Martin performs on harpsichord at noon in MacKinnon 107.

Schofield Lecture - Opendra Narayan of the University of Kansas Medical Centre discusses "Contributions of Veterinary Medicine and Animal Models to the Understanding of AIDS and AIDS Dementia" at 3 p.m. in War Memorial Hall.

Evolution/Systematics Seminar - "Parasites and Sex" is the topic of William Hamilton of Oxford University at 5:10 p.m. in Thombrough 101.

FRIDAY, OCT. 7

Nutritional Sciences Seminar - Prof. Rosalind Gibson considers "Zinc Nutrition in Developing Countries" at 11:10 a.m. in Animal Science/Nutrition 141.

Biomedical Sciences Seminar - Graduate student Nucharin Songsasen discusses "Cryopreservation of Murine Spermatozoa" at noon in OVC 1642.

Cycling Club - A 25- to 35-kilometre off-road ride leaves from the UC south doors at 5 p.m.

SUNDAY, OCT. 9

Cycling Club - A 35-km ride to Maryhill and a 35- to 55-km off-road ride leave from the UC south doors at 10 a.m.

Arboretum - Observe birds in the Gosling Wildlife Gardens and learn what seed and feeders birds like best. The walk leaves from the nature centre at 2 p.m.

TUESDAY, OCT. 11

Our World - Tadesse Mesfin of Future Forests discusses "From Crisis to Commerce in Rural Ethiopia" at noon in UC 442.

Sociology & Anthropology Seminar - "The Current Crisis in Rwanda: Historical and Contemporary Roots" is the focus of Joachim Voss of the International Development Research Centre and Villia Jefremovas of Carleton University at 12:10 a.m. in MacKinnon 235.

Physics Seminar - H.J. Lipkin of the Weizmann Institute in Israel talks about "The Parton Model and the Mossbauer Effect, from Crystals and Synchrotron Radiation Sources to Heavy Quark Hadrons" at 4 p.m. in MacNaughton 113.

WEDNESDAY, OCT. 12

Cycling Club - A 40-km novice ride to Puslinch Lake leaves from the UC south doors at 5 p.m.

THURSDAY, OCT. 13

Music Lecture - University of Toronto medieval scholar Andrew Hughes discusses "Georgian Chant: Not Carved in Stone" at 11 a.m. in MacKinnon 203.

Pathology Seminar - "Transfer of a Resistant Immune Response Against Sendai Virus by Reconstitution of SCID/Beige Mice with Lung Lymphocytes: A Murine Model for Respiratory Disease" is the topic of graduate student Colin McKerlie at 11:10 a.m. in Pathology 2152.

International Development Lecture - Prof. O.P. Dwivedi, Political Studies, discusses "Transferability of Western Institutions and Programs in the Third World: The Case of Environmental Tribunal" at noon in MacKinnon 132.

Concert - Sine Nomine, a medieval ensemble, performs at noon in MacKinnon 107.

FRIDAY, OCT. 14

Nutritional Sciences Seminar - Ross Welch of Cornell University considers "Food Systems Approaches to Conquering Zinc Deficiency: Plant Breeding" at 11:10 a.m. in Animal Science/Nutrition 141.

Biomedical Sciences Seminar - "To Sleep Is to Milk Eject — Role of IL-1β in Suckling-Induced Neuroendocrine Events" is the topic of graduate student Brian Wilson at noon in OVC 1642.

Evolution/Systematics Seminar - Peter Sale of the University of Windsor discusses "Ecology of Reef Fish Communities: Are the Caribbean and Great Barrier Reef Different?" at 3:10 p.m. in Axelrod 259.

SUNDAY, OCT. 16

Cycling Club - A 39-km ride to Eden Mills/Brucedale and a 35- to 55-km off-road ride leave from the UC south doors at 10 a.m.

Arboretum - Come enjoy autumn's rainbow of colors on a walk that leaves from the nature centre at 2 p.m.

Concert - The fourth annual concert series sponsored by the Macdonald Stewart Art Centre and the Department of Music kicks off with violinist Jacques Israelievitch, concertmaster of the Toronto Symphony, performing at 8 p.m. at the art centre. Tickets are $10 and $8.

TUESDAY, OCT. 18

Applied Human Nutrition Seminar - Loretta DiFrancesco of Kraft General Foods in New York talks about "Science and Nutrition Policy: A Food Industry Perspective" at 10:10 a.m. in Marriage and Family Therapy Centre 149.

WORSHIP

Roman Catholic Eucharist is celebrated Sundays at 10:10 a.m. in Thombrough 100.

The Open Door Church (Anglican/United/Presbyterian) runs Sundays at 7 p.m. in UC 533.

Care of the Soul, a Thursday session of prayer and music, begins at 12:10 p.m. in UC 533.

Womanspirit, a spirituality circle open to all women, runs Fridays at 12:10 p.m. in UC 533.

Elinor Knight discusses "Two Women and a Man — An Introduction to Three Religious Pathfinders" Oct. 9 at 10:30 a.m. at Guelph Unitarian Fellowship at Harris Street and York Road.

Multifaith calendar

In Zoroastrianism, Oct. 12 to 16 is Ghambar Ayathrem, a celebration of the creation of plants, the sowing of the winter crop and the return of herds from pasture.

In Hinduism, Oct. 14 is Dassehra, the concluding day of a 10-day feast honoring various goddesses and celebrating the victory of good over evil.

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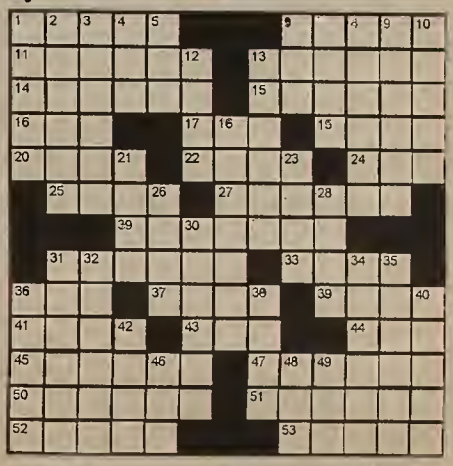
Home-Based Business Networking Evening

October 26, 1994

A Networking Evening for Home-Based Businesses has been arranged at BCI Business Centre, 386 Woolwich St., Guelph from 7 to 10 p.m. The cost is $10.

Call Linda at 766-1603, Celeste at 787-2985 or Lynne at 821-9118 for more information.

Canadian Criss Cross
by Walter D. Feener



ACROSS

1. Sprinkle
6. Primary organ
11. Summary
13. Where two streets meet
14. Blank space
15. Smooth in music
16. Moslem officer
17. Belgian watering place
19. Convey slyly
20. Christmas time
22. Syrian town
24. Mineral-bearing earth
25. Volcanic scoria
27. Herb of the parsley family
29. Autumn crocus
31. James or Elizabeth
33. In good health
36. Dad's mate
37. So be it
39. Put on hold
41. Circular objects
43. Organ of vision
44. Mal de ___
45. Set in order
47. Stringent
50. Heraldic color silver
51. Emaciated
52. Active people
53. ___ Park, Colorado

DOWN

1. Spread out
2. Ear part
3. Order to return
4. Triangular shield
5. Be victorious
6. Weed remover
7. CGS units
8. Type of computer
9. Beat a retreat
10. Figure of speech
12. Waist band
13. Public outcry
18. Saddle horse
21. Not difficult
23. Declare openly
26. Festive celebration
28. De novo
30. Apply warm lotions to
31. Bullfighter on foot
32. Winding path
34. Sorrow over
35. Rib in architecture
36. Single-celled organism
38. Promontory
40. Three-spotted cards
42. Gang ending
46. Printer's measures
48. Piece out
49. Force: Latin

For crossword solution, see page 2.

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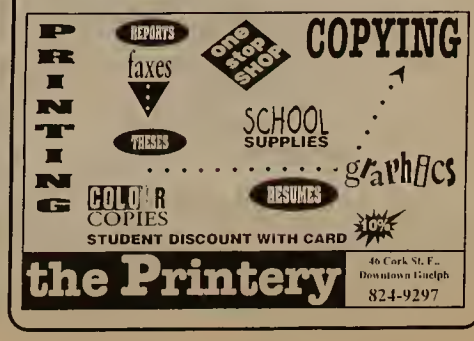

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650 to graduate at convocation

About 650 students will graduate in three convocation ceremonies Oct. 7 in War Memorial Hall.

U of G will present honorary degrees to businesswoman and philanthropist Mona Campbell, Oxford University evolutionary biologist William Hamilton and psychologist Blossom Wigdor.

Convocation honors will also go to retired English professor Eugene Benson, who will be named professor emeritus, and retired engineering professor Trevor Dickinson, who will receive the John Bell Award for teaching excellence.

Hamilton and Campbell will receive their honorary degrees at the 10 a.m. ceremony, where Hamilton will address graduates of CBS, CPES, OVC and OAC. Dickinson will receive the John Bell Award at the 2:30 p.m. ceremony and will address graduates of the College of Social Science.

Wigdor and Benson will receive their honors at the 7:30 p.m. ceremony, where Wigdor will address graduates of the College of Arts and FACS.

While on campus, Hamilton will also give a seminar on "Parasites and Sex" Oct. 6 at 5:10 p.m. in Room 101 of the Thombrough Building.❐

First students to earn degrees from psychology PhD, MMS programs

The first students to obtain PhD degrees in psychology and master's degrees in management studies from U of G will receive their parchments at fall convocation Oct. 7. Both programs, which are unique in Canada, will graduate three students.

The MMS program in HAFA accepted its first students in fall 1992. Today, it has 15 students, eight of whom enrolled this fall. The program is designed for those interested in consulting, teaching or management in the hospitality and tourism industry.

Most of the MMS students completed their undergraduate degrees elsewhere in Canada or abroad, says Prof. Bob Lewis, graduate co-ordinator for HAFA. Two of the current students are from Germany and one is from Indonesia. So far, only three HAFA grads have enrolled.

This contrasts with the PhD program in psychology, where most of its 16 students did their MA degrees at Guelph.

The PhD program consists of two streams. The industrial organizational stream, a joint effort of Guelph and the University of Waterloo, is based on the universities' strength in this field, says Prof. Kevin Kelloway, graduate co-ordinator for the Department of Psychology. The applied developmental/social psychology stream is run entirely at Guelph.

Each year, 70 students apply for the four spots that are available in each of industrial organization, applied developmental psychology and applied social psychology.

The first recipients of the PhD in psychology are Daniel Ashboume, Charles Evans and Maurinus Getkate. The first graduates of the MMS program are Kira Fergusson, Karen Gerlinger and Jacqueline Vant Spyker.❐

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New hood joins processional ranks

by Maurice Oishi
University Communications

Amid the pageantry and color of this week's convocation ceremonies, the careful observer will see a subtle new addition among the convocation hoods. The first graduates of HAFA's master of management studies (MMS) program will don a new hood unique to their degree.

The colors of the new MMS hood are the same as those of the bachelor of applied science hood. Both degrees are awarded by FACS and share a cerulean blue border around the opening of the hood. The difference lies in the shape of the hoods. Like all master's degree hoods, the MMS one is slightly longer than its undergraduate counterpart.

All convocation hoods are modernized versions of the monastic garb of the 12th- and 13th-century academics who attended the largely church-run universities of Europe.

U of G master's hoods borrow their shape from Oxford University and have a square pocket extending off the back. The undergraduate hoods take their shape from Cambridge University and have a pocket shaped like a bird's bill. Otherwise, the undergraduate and master's hoods are similar, sharing a black exterior and a red lining contrasted with a gold chevron on the interior.

The color of the hood borders are generally consistent with the 99-year-old Intercollegiate Code devised by American educators. Under this system, the hood trim is white for arts, maize for agriculture and gold for science. Of course, new degrees have arisen in the past century, prompting some leeway in the color designations.

Guelph has special gowns for the president, vice-presidents and the chancellor, among others. Alumni ushers at the OAC convocation wear special non-academic robes in the historical colors of the college — red and blue.

Decking out a graduate isn't cheap. An undergraduate hood and gown cost the University about $150, says convocation co-ordinator Tricia Halley. And dry cleaning all 500 gowns and 2,000 hoods owned by the University would cost about $20,000. As a result, only a selected number of robes and hoods are cleaned after each ceremony, she says.❐

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FIRST GLANCE

CSB deadline Oct. 28

Applications to purchase compound-interest Canada Savings Bonds through payroll deduction should be submitted to Human Resources by Oct. 28. This plan is available to permanent full-time employees and contractually limited staff whose termination dates are after October 1995.

The interest rate on the bonds is 5.75 per cent for the first year, 6.75 per cent for the second and 7.5 per cent for the third. Deductions will be made in 24 equal instalments, beginning with the Nov. 17 pay. The deduction is $4.28 per pay for each $100 in bonds.

New alumni join ranks

About 650 students became U of G's newest alumni last week as they received degrees and diplomas at fall convocation. During the ceremonies, the University also bestowed three honorary degrees. See page 3 for convocation highlights.

Inside:

Sexual and gender harassment advisers named 3

University takes action on making buildings safer 3

Robert Louis Stevenson: still popular after all these years 4

And the United Way winners are 8

Thought for the week

When you get to the end of your rope, tie a knot and hang on.

Franklin Roosevelt

DOWNTOWN GUELPH

Putting on the dog

Ray Darling, admissions co-ordinator in the Office of the Registrar, helps out at last week's barbecue to raise funds for the United Way. Sponsored by J.M. Schneider Inc., Coca Cola and Hospitality and Retail Services, the event raised $1,198 for the cause.

Photo by Maurice Oishi, University Communications

Community to rally for OCUA hearings

Leaders from local government, schools, business and labor plan to support U of G when the Ontario Council on University Affairs (OCUA) comes to campus Oct. 13 for public hearings.

These leaders, including Guelph Mayor John Counsell and representatives of the Chamber of Commerce, are to join forces with University representatives to respond to the contentious OCUA discussion paper that proposes radical changes to how the Ontario government funds universities. (See *At Guelph* Sept. 21.)

Funding models, accountability, accessibility and the roles of teaching, research and community service will top the agenda at an afternoon session beginning at 3 p.m. for University representatives. Local leaders plan to attend an evening session for the community. Both sessions will be held in the Eccles Centre. People from campus and downtown are encouraged to attend as observers.

"I am very grateful for this demonstration of community support for the University," says president Mordechai Rozanski. "It reflects our interdependence, the long history of support for each other and our common pride in having an outstanding university that recognizes its obligation of service to society."

In addition to the mayor, community representatives who will be involved in presentations at the evening session are:

- Kip Conolly, executive assistant for United Food and Commercial Workers International and a board member of the Guelph Food Technology Centre (GFTC);
- David Creech, chief administrative officer for the City of Guelph;
- Don Drone, principal of programs for the Wellington County Roman Catholic Board of Education;
- Sharon Giles of the *Guelph Mercury*, a director on the Guelph Chamber of Commerce;
- Jady Grad, general manager of Semex Canada;
- Ginty Jocius, president of Ginty Jocius and Associates;
- Graham Knowles, a chemical industry consultant;
- Don Murray, chair of the GFTC;
- Larry Pearson, president of Linamar Industries;
- Bernard Rodrigues, chair of the Guelph Downtown Board of Management;
- David Walpole, superintendent of programs for the Wellington County Board of Education;
- Deborah Whale, chair of the Agricultural Research Institute of Ontario; and
- John Wood, president of W.C. Wood Co. Ltd. and past president of the Chamber of Commerce.

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PEOPLE

This year's winner of the Genetics Society of Canada's highest honor, the Award of Excellence, is Prof. **Ken Kasha**, Crop Science. The award recognizes his many contributions as a senior investigator in his field. Kasha, a faculty member at U of G since 1966, is renowned for his work on barley cytogenetics. He pioneered a method for generating barley haploids through chromosome elimination following interspecific hybridization.

For the second year in a row, Office of Research writers have swept the top three prizes in the news release category in the annual writing competition sponsored by the Canadian Farm Writers' Federation. Communications assistant **Owen Roberts** took first prize for his story "Chickens Respond to TV," student writer **Andres Kahar** captured second for "Keep Hands Off the Holiday Roast" and student writer **Kerith Waddington** came third with her story "Purple Skin, Yellow Flesh — It's the Royal Gold Spud."

Prof. **Dana Paramskas**, French Studies, gave a paper on "Pedagogical Models and Applications for FL Composition Using Computer-Mediated Communication" at the 10th Conference of the Computer-Assisted Language Instruction Consortium in Arizona.

Prof. **Maura Dubé**, French Studies, spoke on "Trésors des fèves et fleurs des pois. The initiation tale revisited" at the 15th International Conference on the Fantastic in the Arts in Florida.

Prof. **Bernard Grodzinski**, Horticultural Science, gave a talk on "Short- and Long-Term Effects of High CO_2 on Plants Grown in Closed Environments" at the Cospar Plenary Meeting in Germany this summer.

Prof. **Neil MacKinnon**, Sociology and Anthropology, organized and chaired a session on the sociology of emotions at the Learneds in Calgary.

Graduate and undergraduate students from the Department of Crop Science participated in the 1994 Northeastern Weed Science Society Collegiate competition in Maryland this summer. The undergraduate team came first overall and was composed of **Robert Moloney**, who took first place overall; **Catherine Gauther**, who placed second overall; **John McAdams**; and **Lauri Anne Weher**. The graduate team consisted of **Bill Deen, Mohammad Akbari, Aca Bosnie** and **Barb Muir**. Coaches were Prof. **Clarence Swanton, David Chikoye** and **Judy Kolkman**, Crop Science, and Peter Sikkema of Ridgetown College. ❑

LETTERS

Homecoming Committee says thanks for support

This year's Homecoming Committee really worked as a team to co-ordinate the wide range of events that made up Homecoming Weekend. Thanks goes to the departments on campus who contributed their time, resources and expertise.

Winner of the grand prize package in the Passports draw was Amanda Veale, a first-semester child studies student. Winner of the second prize package was Sherry Diemert, a fifth-semester environmental engineering student. Winner of the community prize package was Jenny Van De Kamer, a staff member in the Department of Crop Science.

The Passport prize packages contained gift certificates and prizes provided by Big V, McGinness Landing, Gryphs, Stone Road Mall, Woodlawn Bowl, the Whippletree, Mail Boxes Etc., Zehrs Markets, Kinetics Sports and Apparel, Silver Peso, Aberfoyle Mill, The Cut Above and Guelph Holiday Inn. Other items were contributed by Alumni House, Eileen's Flowers, the Department of Athletics, Cineplex Odeon, Hospitality and Retail Services, the Peer Helper Program and the U of G Alumni Association.

Thanks also to our sponsors of our other events — Budget Rent-A-Car, Department of Athletics, Grounds, Student Affairs, Guelph Correctional Institute, J.M. Schneider Inc., Magic 106, North American Life Assurance Co., Royal City Musical Productions, The Not So Grand Players and Subway.

On behalf of the Homecoming Committee, thanks to students, faculty, staff, alumni and members of the local community for your help in fostering the Gryphon pride and tradition at Guelph.

Laurie Malleau,
Alumni Affairs
Amanda Barnes, Homecoming co-ordinator
Jen Reed, Homecoming Committee chair

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Help someone you know through the United Way

To colleagues and friends:

Throughout October, volunteer canvassers are approaching faculty, staff, students and retirees to contribute to the 1994 U of G appeal for the United Way. This year's challenge is to reach a goal of $170,000.

Your contribution to the United Way is a chance to help someone you know — more than you know. That's because your donation stays right here in the community, benefiting 39 agencies that offer a helping hand to thousands of people each year.

Donating to the United Way is easy for those who choose to participate in the University's payroll deduction plan. For as little as $1 or $2 a week, you can help the campus appeal reach its goal through this plan.

Please give generously when a canvasser approaches you. And don't forget to join in the fun of the many fund-raising events that faculty, staff and students are staging across campus in support of the United Way appeal.

Mordechai Rozanski
President

Facu.

Gerrit Bos
Professional Staff Association

Dave Robinson
U of G Staff Association

Gary Hall
University Police Association

Brian Dohrindt
CUOE Local 101

Julie Hutchins
Exempt Group

Lesley Isaacs
Central Student Association

Samuel Bonti-Ankomah
Graduate Students' Association

TSS open house focuses on learning technology

Teaching Support Services (TSS) will hold an open house Oct. 21 to display some of the latest developments in learning technology.

Running from noon to 3 p.m. in Room 125 of Day Hall, the open house will feature faculty and staff demonstrating campus applications of interactive multimedia technology such as ToolBook, Internet, Biocdnet, CD-I, CD-Photo and Picture-tel.

"In the context of strategic planning and the proliferation of computers, there is a great deal of excitement and discussion about the learning potential of interactive computer-based multimedia instruction," says Don McIntosh of TSS.

"A lot of activity is already occurring on campus thanks to the initiative of several faculty," he says. "The applications of these technologies represent a new focus for TSS."

On Nov. 7 and 14, TSS will offer hands-on ToolBook workshops. Enrolment is limited, so register with Helen Martin at Ext. 2427, e-mail hmartin@ tss.uoguelph.ca, fax: 821-8530.❑

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At Guelph headlines top stories and coming events can also be accessed on GRIFF.

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Executive editor: Sandra Webster, Ext. 3864.
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Please Recycle

Highlights of fall convocation '94

Honorary doctorate of laws recipient Mona Campbell signs the registry book held by registrar Arnold Holmes at his last convocation before retirement.

Photos by Martin Schwalbe

Let the celebration continue

Convocation represents something different to every graduate, says retired engineering professor Trevor Dickinson, but "I like to think of the occasion as an opportunity to celebrate learning."

Dickinson, winner of the 1994 John Bell Award for teaching excellence, told College of Social Science graduates at the afternoon ceremony that they could view convocation as an end of essays and exams or the realization of having paid the last tuition bill. But "you might also ask yourself whether you have enjoyed your learning experience at Guelph."

Learning is a constant celebration, expressed as a smile or an idea crystallized, or vocalized as an "Oh, yeah," said Dickinson. Joy is a lifelong process, he said, and one of the privileges of being a teacher is observing that joy in students.

"I hope you have experienced many such momentary celebrations (and) that you will continue to enjoy such experiences in the years ahead," he said. ❐

Retired English professor Eugene Benson, left, is congratulated by chancellor Lincoln Alexander on being named professor emeritus.

Welcome serendipity, zoologist tells grads

A life spent studying evolution has shown zoologist William Hamilton that accepting seemingly serendipitous events is one way of gaining an understanding of unforeseen solutions to problems.

Hamilton, who received an honorary doctorate of science at morning convocation, has investigated phenomena and observations that aren't readily explained by Darwinism. Such phenomena illustrate that organisms evolve unforeseen but nonetheless successful solutions to adapt to their environment.

Such "ivory tower musing" is personally satisfying, said Hamilton, who is Royal Society Professor of Zoology at Oxford University, but he's often asked: "What bearing does it have on the rest of the world?" He has developed rules and models that help predict why such adaptations evolve, and he noted that his genetic algorithm is now used in industry to develop unique approaches to industrial problems. Now in use around the world, it's "an example of how one cannot predict which acquisition of human knowledge will be useful," he said.

The morning ceremony was for graduates of CBS, CPES, OVC and OAC. ❐

Be creative, committed in career

Beyond a sense of accomplishment, convocation may offer graduates anxiety about future job opportunities, but demographics are on their side in the long run. That's what honorary doctorate of laws recipient Blossom Wigdor told College of Arts and FACS graduates at evening convocation.

Wigdor, a pioneer in the field of gerontology, noted that "we now have an aging workforce, and by the end of the century, many new opportunities should present themselves to you, albeit in a modified workplace." These opportunities may lack clear job descriptions and less job security, she said.

Wigdor was one of the first psychologists to specialize in gerontology at a time when the psychology field was focusing on children. Lacking guidelines, she and her colleagues muddled through, armed with creativity and fuelled by a "basic commitment to get things done. You, too, will find opportunities and challenges, but it may require breaking new ground and working in different modalities." ❐

William Hamilton

Blossom Wigdor

Trevor Dickinson

Robert Louis Stevenson's work revisited 100 years after death

by Margaret Boyd
University Communications

The enduring popularity of Robert Louis Stevenson, the author of such books as *Dr. Jekyll and Mr. Hyde* and *A Child's Garden of Verses*, is being re-examined in a 30-volume centenary edition of his works 100 years after his death.

Prof. Catherine Kerrigan, English, general editor nf the project, says the series will be based on Stevenson's nriginal manuscripts and will include detailed notes and introductions.

"Because Stevenson is a popular writer, his texts became pirated and corrupted over the years," she says. "That's why we've returned to the manuscripts or proofs to give readers a clear text."

Kerrigan believes the reissue of Stevenson's works will launch a complete reassessment of the Scottish author, who was known as "Tusitala" or "teller of tales" in Samoa, where he spent the last six years of his life. Also this year, Yale University published the first two volumes of *The Collected Letters of Robert Louis Stevenson*.

"He was a wonderful storyteller," says Kerrigan. "His great strength was that he was interested in individuals, irrespective of rank or race, and felt compelled to write about human circumstance in all its variety and contradiction."

Kerrigan, who began the project in 1986, says Stevenson should be recognized as more than a writer of stories and verses for children. She describes him as a global writer who broke the mould of the Victorian novel. He introduced opposing viewpoints, moral relativism and bold technical experiments in narrative.

It took Kerrigan three years to research Stevenson's manuscripts, which are housed in libraries throughout the world. It was sometimes difficult to track down complete manuscripts because Stevenson had died "a superstar," and it was a Victorian tradition to give one-leaf manuscripts as mementos, she says. She often found pages of the same manuscript in disparate places.

The biggest Stevenson collection is housed at Yale, and Kerrigan worked closely with the collection's curator there. The project has also drawn on U of G's extensive holdings in Scottish literature.

The series is being published by Edinburgh University Press and will be edited by a group of international scholars. About three volumes will be released annually over the next decade. The books will be distributed in North America by Columbia University Press. Students have been involved in the project through transcribing manuscripts and researching explanatory notes.

The first three volumes to be released this fall are *The Weir of Hermiston*, edited by Kerrigan; *The Ebb-Tide*, edited by Kerrigan and Peter Hinchcliffe of the University of Waterloo; and *The Collected Poems of Robert Louis Stevenson. Vol. 1*, edited by Guelph professor emerita Elizabeth Waterston and John Manning of Queen's University in Belfast. Included in the collected poems is *A Child's Garden of Verses*.

Each book in the series will contain extensive notes to describe how the inception of the work formed in Stevenson's mind, its cultural context and how it was originally published and distributed. "The reader will be taken directly into the heart of the process of his writing," says Kerrigan.

She unearthed many interesting facts while researching the project. One example involves Stevenson's last work, *The Weir of Hermiston*, which was unfinished. The last phrase of the publication — "a wilful convulsion of brute nature" — was touted as Stevenson's last written words before dying. But Kerrigan discovered the line was actually written two years before his death and that the original manuscript continues beyond the published ending. The new edition will include this continuation, as well as Stevenson's notes and genealogical chart of characters.

During the centenary year, the BBC has been running a series of programs on Stevenson; Kerrigan wrote an accompanying viewer's guide.

U of G is marking the centenary with an exhibition on Stevenson at the McLaughlin Library and a reading from Stevenson's works by actor Douglas Campbell, as part of the annual Scottish Studies Colloquium (see story below). ❐

Prof. Catherine Kerrigan is general editor of a 30-volume centenary edition of the works of Robert Louis Stevenson.
Photo by Maurice Olshi, University Communications

★ ★ ★ ★

Scottish Studies Colloquium Oct. 22

The Scottish studies section of the Department of History will hold its annual Scottish Studies Colloquium Oct. 22 in Room 117 of the MacKinnon Building.

Scheduled to speak are Michael Lynch of the University of Edinburgh on "Mary, Queen of Scots, Triumph," Roger Mason of the University of St. Andrews on "People Power? Popular Resistance in the Thought of John Knox" and David Caldwell of the Royal Museum of Scotland on "Excavations at Finlaggan, the Centre of the Lordships of the Isles."

The day-long colloquium begins with registration at 9:30 a.m. and runs to 3:45 p.m., to be followed by a reception in the University Club.

A 12:30 p.m. luncheon will feature readings from the works of Robert Louis Stevenson by Stratford actor Douglas Campbell.

Cost is $20 for the colloquium, $30 including lunch. The lunch alone is $15 general, $12 for students and seniors. Register for the lunch by Oct. 14 at Ext. 3888. ❐

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Two appointed new sexual and gender harassment advisers

Leonard Preyra and Karyn Sandlos bring diverse backgrounds to their new positions as sexual and gender harassment advisers.

Preyra, a visiting professor in the Department of Political Studies from Saint Mary's University in Halifax, has been actively involved at the governmental, academic and grassroots levels in promoting policies and procedures aimed at creating more diverse and accessible institutions.

Sandlos, a U of G graduate, brings a wide range of experience in case work, education and community development, most recently with Guelph-Wellington Women In Crisis. She served as a member of the Advisory Committee on Sexual and Gender Harassment during the formative stages of the University's sexual and gender harassment policy.

The mixture the two bring is a "healthy balance of strengths in case work, education and policy development" says Sandlos. "We come at issues from different backgrounds and with a lot of experience."

Preyra, who will hold the position until he returns to Halifax next summer, takes over from Prof. Gerry Hofstra, Environmental Biology, whose term ended this summer. Sandlos is replacing Madie Férère, who is on maternity leave.

Both Preyra and Sandlos emphasize the importance of public education in raising consciousness about social diversity and the pressing need to create a more inclusive university. To that end, they have launched a series of workshops and other public-speaking engagements aimed at raising the profile of the office and the University's policy and procedures related to sexual and gender harassment.

Although both believe that prevention is the best solution, the advisers spend much of their time dealing with complaints ranging from verbal abuse to rape. When the office opened in 1989, it dealt with 14 cases.

During the past academic year, advisers handled 85 complaints. Preyra attributes this increase to a growing awareness of community rights and responsibilities and acceptance of the office itself.

To deal with a larger and more complex case load, Karen McClements of the Counselling Unit was recently seconded to the office as a part-time adviser.

Karyn Sandlos and Leonard Preyra are U of G's new sexual and gender harassment advisers.

Photo by Maurice Oishi, University Communications

Evidence of the positive reputation of the office and its advisers is indicated in the growing number of workshops and consultative sessions requested by University-affiliated and community groups interested in developing their own anti-discrimination and harassment policies, says Preyra.

Providing a fair process where both complainants and respondents feel free to talk about and resolve their differences on a confidential basis is the key to the success of the office, says Sandlos. "The individuals involved determine at what level and pace their complaint will be dealt with." Advisers keep the lines of enmmunication open and present both parties with realistic options, she says.

In the future, both advisers would like to see the office develop as more than a place to resolve conflicts. It should be seen as a community-building centre where individuals and groups can work together to understand, resolve and even celebrate their differences, they say.

The advisers can be reached at Ext. 6100 or 6025. ❐

Building safety recommendations spur campus action

by Maurice Oishi
University Communications

U of G has started to act on an extensive building safety study that contains 20 recommendations, including the installation of automatic locking devices for buildings and the development of a more compassionate approach by police to dealing with victims of violence.

The report is the result of a campus-wide study conducted by the Metro Action Committee on Public Violence Against Women and Children (METRAC), a Toronto-based consulting group. The recommendations are directed at improving the physical environment on campus, enhancing safety training and awareness, and expanding the range of security-related services.

Roger Jenkins, director of Physical Resources, estimates that an annual commitment of $35,000 to $50,000 "will probably cover all the high-priority ideas in about two years." But some recommendations will take more money and time.

This year, $35,000 from the Ministry of Education and Training and $10,000 from Women's Safety Initiative funding have been earmarked for the proposals. In the long term, money for ongoing safety initiatives will have to be allocated from the University budget, Jenkins says.

The report, presented to the University in March, was under the scrutiny of the campus building security committee over the past semester and was released in July.

"Overall, I think it's a good report," says Lynne Jenkins, co-ordinator of the Women's Resource Centre. "I can identify with the need for most of these changes."

She believes U of G's commitment to women's safety issues has improved. The recently created community liaison position is a case in point, she says. But she also believes the safety report is bare bones and takes a "recipe approach" to security issues, failing to address broader issues and the University's part in them.

"One thing I disagree with in this document is that it's not the University's role to end the root cause of violence. As individuals and as an educational institution, we should make this our mandate."

Lynne Jenkins hopes that, as changes are implemented, wide consultation will be ensured to avoid redundancy. She notes, for instance, that courses in wendo — a self-defence approach specific to women — now offered by the Women's Resource Centre could fulfil the recommendation to offer a women's self-defence course.

The proposal to install electronic door locks will be done on a building-by-building basis because of the high cost involved, says Roger Jenkins. Installing a system that automatically locks and unlocks doors in the University Centre at certain times will cost $16,000.

Keith McIntyre, director of Security Services and a member of the building security committee, notes that other recommendations, such as the appointment of a community liaison officer, were already implemented by the University before the final METRAC report was received.

McIntyre also notes that low-cost initiatives like increasing the visibility and number of maps and signs will probably provide big dividends. "Ask people where the fire hoses in their area are and most wouldn't have any idea."

Both he and Roger Jenkins agree that the report's emphasis on both individual responsibility and community commitment are important aspects. One-time changes may draw greater public attention, but long-term changes in the area of awareness will require protracted effort, they say.

Although the recommendations are largely tangible in nature, "the other thing we were looking for was a way to make building occupants aware of their responsibility to personal safety," says Jenkins. "And I feel the report does that."❐

★ ★ ★

Safety ideas sought

The Women's Safety Initiatives Committee invites proposals from all members of the University community for projects designed to enhance campus safety.

Proposals must outline an activity that will enhance current safety activities or introduce new safety measure, show that women's safety concerns are being addressed and indicate how the initiative could be maintained after the seed funding.

Priority will go to campus safety initiatives related to the safety of women of color and women with disabilities; programming for gay, lesbian and bisexual students; and activities that improve the campus climate regarding the importance of safety.

Proposals must include a detailed budget and must be submitted by Oct. 28 to the Office of Student Affairs on Level 4 of the University Centre. ❐

What the consultants recommend

METRAC used two means of gathering information about campus security. They trained occupants of campus buildings to tour and audit the indoor safety of 17 buildings. They also received 4,175 responses to a 17-item campus questionnaire.

From the results, they came up with 20 recommendations to improve campus safety. They suggest that U of G:

- Develop a statement of purpose and intent describing its commitment to address violence and safety on campus.
- Establish a multi-constituency, senior-level personal safety team to co-ordinate personal safety initiatives.
- Investigate and implement a computerized card-access system.
- Increase the visibility and number of campus signs and maps.
- Post more informative and legible emergency signs in halls and by elevators.
- Install window coverings for laboratories, studios and classrooms that are "fish bowls."
- Reduce access to vulnerable ground-floor facilities by installing locks on windows that prevent them from opening more than six inches.
- Install emergency communications devices in isolated areas.
- Install one additional exit to classrooms holding more than 60 students and provide similar consideration to labs.
- Post clear signs on the entrance ways to outdoor laneways and corridors that are dead ends and could be entrapment sites.
- Trim shrubs, hedges and trees to improve sight lines and lighting effectiveness.
- Develop a victim-support system for reporting and recording incidents of violence and harassment.
- Devise a comprehensive forum for reporting such incidents.
- Expand and publicize the Safe Walk service and make University vehicles available to expand the program.
- Include a regular column in *At Guelph* to contribute to a safer and caring community climate.
- Offer a women's safety course to first-year students and staff as part of their orientation.
- Offer a women's self-defence course on campus.
- Undertake a massive education campaign about alcohol and its connection to violence.
- Develop a victim-centred system of investigating violent incidents.
- Appropriately train those involved in such investigations.❐

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NOTICES

Studio tour

The ninth annual Guelph Studio Tour runs Oct. 15 and 16 from 10 a.m. to 5 p.m. Visit 20 artists and artisans in 11 locations around town. Call 822-2427 for more information.

Student drama

The Impromptu of Outremont is the first Department of Drama production of the season. Written by Michel Tremblay and directed by David Ross Whiteley, it runs Oct. 17 to 22 at 8 p.m. at the Inner Stage. Tickets are $6 Monday to Wednesday, $9 Thursday to Saturday, and are available at the UC box office.

Film series

OPIRG presents the Public-Interest College film series, beginning with *Wall Street* Oct. 19 at 7 p.m. at Ed Video Media Arts Centre at 16A Wyndham N. Future films are *The War Room, Bob Roberts* and *Betrayed*. Admission is free, but sign up is required at the OPIRG Office at 1 Trent Lane.

Get MADD

A Wellington County chapter of Mothers Against Drunk Driving will be launched Oct. 20 at 7:30 p.m. at the Fergus and District Community Centre in Fergus. Guest speakers include Dave King, chair of MADD Canada.

Careers night

The Mac-FACS Alumni Association is staging a careers night Oct. 18 from 5 to 7 p.m. in Peter Clark Hall. FACS graduates will be on hand to share their job experiences since leaving University.

Road to success

The Guelph Chamber of Commerce is running a seminar on "Mobilizing Our Talents for Success" Oct. 20 from 7:30 to 11:30 a.m. at the Guelph Holiday Inn. Guest speaker is Dennis Strong, who has more than 30 years of experience in training, education and organizational development. Cost is $35 general, $10 for students. For registration information, call 822-8081.

Musical evening

An evening of wine and song to raise funds for the Guelph civic centre campaign will be held Oct. 22 in a Guelph heritage home. Tactus, a new ensemble of Guelph singers, will offer a program of Renaissance music. Tickets are $25 and are available from the Guelph Arts Council.

Christmas crafts

The eighth annual Christmas Fantasy arts and crafts sale runs Oct. 21 to 23 at the Col. John McCrae Legion. Admission is $3 general, $2 for students and seniors.

Back program returns

Retired human biology professor John Powell will run his back exercise program Tuesdays and Thursdays from Oct. 25 to Nov. 24. Meeting time is 10 a.m. for new participants, 11 a.m. for returnees. The course is free, but space is limited. To register, call Gisele MacNeil at Ext. 2133.

VON seeks volunteers

The Guelph-Wellington-Dufferin branch of the Victorian Order of Nurses seeks energetic volunteers with graphic design and layout experience to help with a short-term project. Knowledge of Pagemaker an asset. Call Lisa Verhagen at 822-5081 for information.

Crazy for you

Alumni Affairs still has tickets available for an Oct. 19 matinee performance of *Crazy for You* at the Royal Alex in Toronto. For more information, call Sue Lawrenson at Ext. 6963.

Chamber concerts

The second annual Music at Speedside chamber concert series, set for Oct. 20 to 23, will feature the Canadian debut of Scottish soprano Irene Drummond. The series will include works by Beethoven, Mendelssohn and Benjamin Britten. A reception will follow each performance. Concert tickets are $25 each and can be ordered by calling 821-1172.

Subjects needed

A master's student working with Prof. George Kawash, Family Studies, needs student and faculty volunteers for a study on personality types. Time commitment is 1 1/2 hours. Participants will be eligible for prizes and can receive a description of their personality type. Come to Room 106 of the FACS Building any Tuesday at 4 p.m., Wednesday at 1 p.m. or Thursday at 3 p.m. Call Diane at 822-3442 for more information.

Bid on a box

Thirty artists, architects and designers have transformed plain wooden boxes into works of art that will be auctioned off Nov. 5 at the Macdonald Stewart Art Centre. Proceeds will benefit the art centre and the Guelph civic centre. The boxes were built by students at College Heights School and are now on display at the art centre. Bids can be made by buying a ticket to the auction and a gala reception for $10. The reception begins at 8 p.m.; the auction is at 9:30 p.m.

Women's self-defence

The Women's Resource Centre will run a wen-do self-defence course for women Oct. 22 and 29. For more details, call Ext. 8559 or drop by Room 107 of the University Centre.

Coffee house set

Guelph Unitarian Fellowship is holding a coffee house featuring the music of Raspberry Jam Oct. 29 at 8 p.m. at the Loft on Carden Street. Admission is $10, with proceeds going to a youth conference centre in Romania. For tickets, call Louise Colley at 824-6927 or Kevin Crowley at 824-8640.

Equity workshops

A day of how-to workshops about implementing Ontario's new employment equity legislation is set for Nov. 9 at the Valhalla Inn in Kitchener. Fee is $60 before Oct. 28, $70 after. For registration forms, call Wendy Campbell at 579-5530 or fax to 579-5479. ❐

JOBS

As of *At Guelph* deadline Oct. 7, the following opportunities were available:

Electrical Design Co-ordinator, Engineering, Physical Resources. Salary commensurate with qualifications and experience. Closing date: Oct. 17.

Manager, Special Security Services, Security Services. Salary commensurate with qualifications and experience. Closing date: Oct. 14.

The following were available to on-campus employees only:

Library Assistant, Circulation and Interlibrary Services, (temporary leave from Oct. 24 to April 28/95). Salary range: $13.17 to $14.71 an hour. Closing date: Oct. 14.

Counter Clerk, Records Section, Office of the Registrar. Salary range: $13.17 to $16.46 an hour. Closing date: Oct. 12.

Internal Programs Assistant, Research Services, temporary full-time from Oct. 15 to April 30/95. Salary range: $14.44 to 16.13 an hour. Closing date: Oct. 12. ❐

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Furnished or unfurnished three-bedroom home, four appliances, gas heat, garage, minutes from University, available Oct. 15, 767-1109 after 5:30 p.m.

One bedroom in two-bedroom condo, Janefield Avenue, five appliances, full- or part-time tenant, 824-4659.

Three-bedroom two-storey townhouse, Markham Road, two bathrooms, finished rec room, parking for two, gas heat, references, Marcia or Dorothy, 822-6473 or leave message at 821-6088.

Unfurnished three-bedroom house, large lot, quiet street, 20-minute walk to campus, available Nov. 15 or Dec. 1, $900 a month, send e-mail to kinwood@uoguelph.ca.

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FOR SALE

1988 Toyota 4Runner, king-size; semi-motionless waterbed, 836-6195.

1992 Jetta sedan, turbo diesel, 763-7430.

1985 Honda Accord LX, four-door, automatic, cruise, AM/FM, new snow tires, immaculate, certified, 824-7392.

Yamaha black G2 grand piano, 821-2273 evenings.

Kelvinator refrigerator, 13 cubic feet, almond, four years old; bunk beds; 30-inch stove, good condition, Ext. 2792 or 821-3865 after 6 p.m.

Beige sectional couch, non-smokers, 10 years old, good condition, Barb, Ext. 2043 or 821-7069.

Washer and dryer, 3/4 bed with sheets and bedspread, stove, sink, 767-0451 after 4 p.m.

Microwave, excellent condition, 822-8701 after 5 p.m.

Large (21 x 30 x 36 inches) and super (26 x 36 x 48 inches) dog crates/kennels, great prices; wide variety of rawhide bones, pet food and supplies, leave message at Ext. 4309.

FOR SALE

Renegade Midnight 12-speed bicycle, like new, black with gold; Alpine car stereo, deck is fully digital 7267 with built-in amplifier, 150-watt three-way speakers, equalizer is seven band with LED readout, good condition, David, Ext. 78896.

Epson LX810 printer with universal printer stand, Ext. 3432 or 823-5402.

Macintosh SE, 20-megabite hard drive; Apple Imagewriter II printer, Nonita, Ext. 6536 or 766-4031.

WANTED

Reward for information on the whereabouts of a black Norco mountain bike, licence 39981, serial no. F6096987, stolen from 21 Woodlawn Rd. E., 821-6918 after 5 p.m.

Twelve- or 14-foot aluminum boat, suitable for use on small lake, good condition, Jim, Ext. 4156 or 821-9401 after 5 p.m.

Return ride from Highway 10 in Mississauga to the University, will share gas and/or drive, Kim, Ext. 4900 or 905-275-2247 evenings.

Classifieds is a free service available to staff, faculty, students and alumni of the University. Items must be submitted in writing by Wednesday at noon to Linda Graham on Level 4 of the University Centre or fax to 824-7962. For more information, call Ext. 6581.

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CALENDAR

THURSDAY, OCT. 13

Music Lecture - University of Toronto medieval scholar Andrew Hughes discusses "Georgian Chant: Not Carved in Stone" at 11 a.m. in MacKinnon 203.

Pathology Seminar - "Transfer of a Resistant Immune Response Against Sendai Virus by Reconstitution of SCID/Beige Mice with Lung Lymphocytes: A Murine Model for Respiratory Disease" is the topic of graduate student Colin McKerlie at 11:10 a.m. in Pathology 2152.

International Development Lecture - Prof. O.P. Dwivedi, Political Studies, discusses "Transferability of Western Institutions and Programs in the Third World: The Case of Environmental Tribunal" at noon in MacKinnon 236.

Concert - Sine Nomine, a medieval ensemble, performs at noon in MacKinnon 107.

Population Medicine Seminars - Graduate student Thomas Gitau looks at "Incidence and Risk Factors of Dairy Cattle Lameness in Small-Scale Farms in Kenya." Graduate student Asep Saefuddin explains the "Effect of Measurement Errors in Multivariate Models." The talks begin at 4 p.m. in OVC Learning Centre 1713.

FRIDAY, OCT. 14

Nutritional Sciences Seminar - Ross Welch of Cornell University looks at "Food Systems Approaches to Conquering Zinc Deficiency: Plant Breeding" at 11:10 a.m. in Animal Science/Nutrition 141.

Biomedical Sciences Seminar - "To Sleep Is to Milk Eject — Role of IL-β in Suckling-Induced Neuroendocrine Events" is the topic of graduate student Brian Wilson at noon in OVC 1642.

Economics Seminar - Badi Baltagi of Texas A&M University will discuss "A Dynamic Demand for Liquor: The Case for Pooling" at 3 p.m. in MacKinnon 318.

Evolution/Systematics Seminar - "Ecology of Reef Fish Communities: Are the Caribbean and Great Barrier Reef Different?" is the topic of Peter Sale of the University of Windsor at 3:10 p.m. in Axelrod 259.

Cycling Club - A 25- to 35-kilometre off-road ride leaves from the UC south doors at 5 p.m.

SUNDAY, OCT. 16

Cycling Club - A 39-km ride to Eden Mills/Brucedale and a 35- to 55-km off-road ride leave from the UC south doors at 10 a.m.

Arboretum - Come enjoy autumn's colors on a walk that leaves from the nature centre at 2 p.m.

MONDAY, OCT. 17

Music Lecture - "Harmony Space, A Computer Interface for Teaching and Learning Harmony and Composition" is the topic of Simon Holland of the United Kingdom's Open University at noon in MacKinnon 107.

TUESDAY, OCT. 18

Applied Human Nutrition Seminar - Loretta DiFrancesco of Kraft General Foods in New York talks about "Science and Nutrition Policy: A Food Industry Perspective" at 10:10 a.m. in Marriage and Family Therapy Centre 149.

Our World - The OPIRG Eco-Feminism Group discusses "Exploring Holistic Living: Practical Applications of Eco-Feminism" at noon in UC 441.

Mathematics and Statistics Seminar - Rajaram Bhat of the Indian Statistical Institute in New Delhi and the Fields Institute in Canada explains "Tridiagonal Matrices and Orthogonal Polynomials" at 3:10 p.m. in MacNaughton 201.

Landscape Architecture Seminar - "Urbanization of the Aggregate Industry: A Research Opportunity" is the topic of Tony Bauer of Michigan State University at 5:30 p.m. in the Landscape Architecture lobby.

Macdonald Stewart Art Centre - A pre-visit lecture on "Great French Paintings from the Barnes Foundation" with Pat Sullivan of the Art Gallery of Ontario begins at 8 p.m.

WEDNESDAY, OCT. 19

Biochemistry Seminar - Graduate student Mary-Anne Watt discusses "Genetic Characterization of the *Pasteurella Hemalytica* A1 Glycoprotease" at 12:10 p.m. in MacNaughton 222.

Cycling Club - A 30-km ride to Arkell/Aberfoyle leaves from the UC south doors at 5 p.m.

Student Leadership Series - "Building Dynamic Teams" is the topic at 5:10 p.m. in the Eccles Centre. For more information, call Ext. 2368.

THURSDAY, OCT. 20

Pathology Seminar - Graduate student Susan Lee considers "Characterization of Virus-Like Particles in *Eimeria* spp. of the Domestic Fowl" at 11:10 a.m. in Pathology 2152.

Concert - The Department of Music presents a free noon-hour concert with the Maple Trio in MacKinnon 107.

FRIDAY, OCT. 21

Sociology and Anthropology Seminar - William Whit of Aquinas College offers "An Integrated Paradigm for the Conceptualization of Relationships Among Food, Agriculture and Society" at 11:10 a.m. in MacKinnon 235.

Biomedical Sciences Seminar - Graduate student Paula Gareau considers "MRI and EPR-Spin Trapping: Studies of Malignant Hyperthermia" at noon in OVC 1642.

HAFA Seminar - "Idealists and Materialists' Analyses of Food Prohibitions (The Rationale for Certain Meat Taboos in Religions)" is the topic of William Whit of Aquinas College at 3:10 p.m. in the HAFA Dining Room.

SUNDAY, OCT. 23

Arboretum - Fun tree folklore is the focus of a walk that leaves from the nature centre at 2 p.m.

Correction

The annual concert series sponsored by the Macdonald Stewart Art Centre and the Department of Music kicks off Oct. 16 at 3 p.m. at the art centre, not at 8 p.m. as reported last week in *At Guelph*. The concert features violinist Jacques Israelievitch, concertmaster of the Toronto Symphony. Tickets are $10 general, $8 for students and seniors.

WORSHIP

Roman Catholic Eucharist is celebrated Sundays at 10:10 a.m. in Thornbrough 100.

The Open Door Church (Anglican/United/Presbyterian) runs Sundays at 7 p.m. in UC 533.

Care of the Soul, a Thursday session of prayer and music, begins at 12:10 p.m. in UC 533.

Womanspirit, a spirituality circle open to all women, runs Fridays at 12:10 p.m. in UC 533.

Sheila Thompson asks "Why Speak of the Soul in the Age of Science?" Oct. 16 at 10:30 a.m. at Guelph Unitarian Fellowship at Harris Street and York Road.

Multifaith calendar

In the Baha'i faith, Oct. 16 is Ilm, the 12th month of the year. Oct. 20 is the anniversary of the birth of the Bab, the herald of the new age for Baha'is.

In Buddhism, Oct. 19 is Pavarana, marking the end of the Rains Retreat. It is also Founders' Day, celebrating the formal introduction of Buddhism into Canada in 1905 and the first assembly of Canadian Buddhists in Toronto in 1980.

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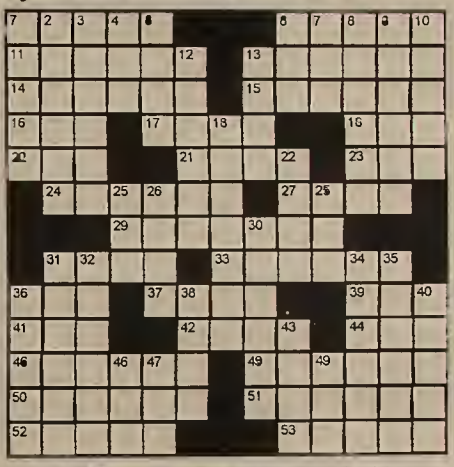

ACROSS

1. Growing out
6. Hurtles over
11. Tags
13. Disfigure
14. Lunar *spaceship*
15. The number eight
16. Sesame
17. Church lectern
19. Actress Merkel
20. Wriggler
21. Political cartoonist
23. Sawbuck
24. Meat stew
27. Egyptian sacred bird
29. Straitlaced
31. Actress Roseanne
33. Occurrences
36. ___-de-sac
37. Hindu garment
39. Make contact with
41. Annual periods: abbr.
42. "Peer ___" (Ibsen play)
44. Poetic contraction
45. Hackneyed expression
48. Of large particles
50. Los Angeles team
51. Worker ant
52. Dueling swords
53. Steamboat stateroom

DOWN

1. Gladden
2. Logarithm inventor
3. Roman cloak
4. ___ Aviv
5. Singer Fitzgerald
6. Barrel stave
7. Conclude
8. Guinea pig kin
9. Smoothing tools
10. Closed automobile
12. God of sleep
13. Cow sounds
18. Electric cell
22. Doughnut-shaped structure
25. Long-nosed fish
26. Belonging to us
28. Actor Kingsley
30. Indicate clearly
31. Jute product
32. Swedish clover
34. Chest
35. Midday nap
36. Ride a bike
38. Generations
40. Nursery purchases
43. Civil wrong
46. Bee chaser
47. Day parts: abbr.
49. Grow old

For crossword solution, see page 2.

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Police lay charges in computer violations

Two U of G students have been charged judicially for illegally copying proprietary software. One has also been charged with circumventing computer security methods by breaking into central computer facility accounts.

In addition, a former student has been charged criminally with mischief involving computer accounts and theft of computer data. All three — along with a staff member, a faculty member and two other former students — are under investigation by the RCMP for possible involvement in software piracy.

Campus Police say Computing and Communications Services (CCS) received an anonymous tip in January that computer accounts were being used to distribute copyrighted software over Internet. CCS received permission from the academic vice-president to examine selected user files to determine the extent of the violations.

Based on this investigation, some computer accounts were suspended, and many campus users were told to change passwords on their central computer accounts to avoid potential abuse.

The two current students face a campus judiciary hearing this month.

A staff member was implicated for granting use of his account to the suspected pirates, but is believed to be an unwitting accomplice, says Const. Gary Stahlbaum of Campus Police. ❐

A dramatic turn of events

Drama students Andrea Wasserman, left, Meredith Short, centre, and Catherine-Anne Toupin play sisters who come together for a surprise party — and "a little weeping and mueh gnashing of teeth" — in the Department of Drama's production of Michel Tremblay's *The Impromptu at Outremont*. The play runs from Oct. 17 to 22 at 8 p.m. on the Inner Stage. Tickets are available at the UC box office.

Photo by Maurice Oishi, University Communications

Agrologists urged to spread the word about profession

Agrologists must make more of an effort to publicize their profession, says Bill Bearss, OAC's first agrologist-in-residence.

Lecturing on campus last week, Bearss said it's crucial to inform the public about agrology as a profession. He defined an agrologist as a professional with a degree in agriculture who advises, teaches, investigates and publicizes the sound principles and practices of agriculture.

In the past, the Ontario Institute of Agrologists (OIA) has directed its attentions to boosting membership. The focus now should be on showcasing the talent of its membership, Bearss said.

Manager of the Brampton Agricultural Centre for the Royal Bank, Bearss was chosen as the first agrologist-in-residence by a committee of student leaders, OAC faculty and members of the OIA professional development committee. He spent a week on campus giving talks and meeting with students and faculty. ❐

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United Way holds first prize draw

The first winners in the United Way prize draw are as follows:

- Bottle of red wine from the University Club — Beth Scimmi of Computing and Communications Services. Bottle of white wine — Ian Johnstone, Biomedical Sciences.
- The book *A Campus Portrait*, a gift of University Affairs and Development — Elizabeth Ewan, History.
- The book *The College on the Hill*, provided by Alumni Affairs — Daniel Wilson, Nutritional Sciences, and retiree Alice Austin.
- One dozen English scones, courtesy of Sandra Webster, University Communications — retiree Clarence Dearing.
- $25 worth of cleaning supplies from Housekeeping — retiree Stanley Collins.
- Lunch for two at the HAFA restaurant — Jeffrey Thomason, Biomedical Sciences.
- A chocolate truffle cake, a gift of Mary Cocivera, University Communications — Elizabeth Black, Instructional Support Group.
- $20 Gryphs Sports Lounge voucher — Jean Hume, HAFA.
- A cooler bag and T-shirt provided by Hospitality and Retail Services — Jane Watt, Human Resources.
- Honey provided by Pearl Milne of the library — Bev Wemp, Alumni Affairs, and Jane Duck, Human Resources.
- A package of hand-drawn stationery, a gift of Vicki Gojanovich, University Communications — Willa Hopkinson, OVC dean's office.
- VCR cleaning provided by George Taylor, Classroom Technical Services — retiree David Jordan.
- A jar of preserves, courtesy of Jane Miller of the Counselling and Student Resource Centre — Sharon Popkey, Registrar's Office.

The next United Way draw will be held Oct. 19. The final draw for two grand prizes is Nov. 25. The grand prizes are a weekend for two in Toronto courtesy of TTI Frederick Travel in Guelph and a Stratford Festival hotel and theatre package.

Any donation to the United Way campus appeal is eligible for the draws. Just fill out a pledge card and return it to your area canvasser. ❐

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A Networking Evening for Home-Based Businesses has been arranged at BCI Business Centre, 386 Woolwich St., Guelph from 7 to 10 p.m. The cost is $10.
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University Communications seeks a student writer to cover the campus beat for *At Guelph*.
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Volume 38 No. 33 | University of Guelph, Guelph, Ontario | October 19, 1994

FIRST GLANCE

Nominations sought for student life award

Know an individual or group that has helped enhance the quality of student life at U of G? Here's your chance to bring them the recognition they deserve by nomioating them for the University's annual R.P. Gilmor Student Life Award.

Any student, staff, faculty, U of G graduate or community member who has had an association with the University may be considered for the award. Nominations are due in the Office of Student Affairs Oct. 28 at ooon. For more information, call the office at Ext. 3192.

The award is named for Paul Gilmor, who served as provost of the University from 1967 to 1987.

B of G schedule

Board of Governors has scheduled the following meetings for 1994/95 — Nov. 17, Jan. 26, March 23, April 20 and June 21. The meetings begin at 3 p.m. in Room 424 of the University Centre. The meetings are open to the public, but a ticket is required to attend. Tickets are available from the Board Secretariat on Level 4 of the University Centre.

Inside:

Guelph participates in *Maclean's* issue . . . 2

Calendar 7

Ideas needed for safety initiatives 8

Thought for the week

Laughter is the shortest distance between two people.

Victor Borge

DOWNTOWN GUELPH

A breath of fresh air

Prof. Michael Dixon, Horticultural Science, admires some of the plants that form part of a new environmental room in the Canada Life building in Toronto. The room, which contains 8,000 plants, will be used to study the effects of plant and aquatic life on improving air quality. See story on page 2.

Photo by Margaret Boyd, University Communications

The ties that bind

OCUA hearing draws outpouring of support for University

Community leaders in the Guelph area and the internal University community were out in full force Oct. 13 to support U of G at the Ontario Council on University Affairs (OCUA) hearing on campus.

In his opening remarks, president Mordechai Rozanski informed OCUA representatives that they would learn a great deal about the transforming forces that tie the University and the community together.

Rozanski told *At Guelph* Friday that OCUA appeared surprised and impressed by the outpouring for the University. "It was heartening and encouraging to see the spectrum of support for U of G," he said. "The council was able to see many different perspectives, each offering the same conclusion — that quality higher education plays a valued and fundamental role in society."

It's important that U of G continue its dialogue with the public sector, said Rozanski. "We must increase our efforts to get out our message that postsecondary education has important tangible and intangible benefits to society."

Guelph Mayor John Counsell reinforced the ties between the city and the University in his presentation to OCUA. The city's economy is very much dependent on the University, he said. "The local economy benefited to the tune of almost $400 million in 1992/93."

Counsell noted that this is more than three times the combined Ontario government operating and capital grants made to the University for that period. This financial impact represents 10 to 15 per cent of total economic activity for the Guelph area.

Education is the key in this intensely competitive global environment, Counsell said. "Government spending on education is an investment that produces dividends in excess of the investment itself."

Any reduction in grants to the University would mean less cash flow in the city and would result in all-round reduced revenues and increased unemployment, he said.

As the first speaker of the day, Rozanski told OCUA that Guelph accepts the need for change and does not shy away from making hard decisions. He reminded the council that since 1992, U of G

See DON'T on page 3

SPC committees submit reports

Summaries of the reports from seven Strategic-Planning Commissioo (SPC) committees appear on pages four and five of this issue. Their insights on the essence of the academy will influence the direction of change at Guelph.

The committees defined learner-centred and research-ioteosive, evaluated the semester system and courses versus credits, looked at more effective involvement of alumni, recommended ways to align performance evaluation with the academic goals of the University, and described an enviroo-ment of respect and trust. SPC chair Prof. Bev Kay, Land Resource Science, says these reports preseot ideas that should be debated, evaluated and enlarged on by the University community.

"SPC would particularly appreciate comments on these reports because they will provide a significant base for discussion leadiog to publication of its next report," he says.

The unabridged versions of the reports were distributed to deans, directors, chairs and managers, are posted in GRIFF and are on reserve in the library. Reports from other committees — including those dealing with internationalism and co-op programs and the spring semester — will be released when they become available.

Responses to any of the reports can be mailed to Kay c/o the SPC office on Level 4 of the University Centre. ❐

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Canada Life unveils boardroom 'breathing wall'

Waterfalls, orchids and tropical plants, mosses, fish and amphibians co-exist harmoniously in the most unlikely of places — the new corporate boardroom of the Canada Life Assurance Company in Toronto.

Unveiled last week, the $500,000 Canada Life environmental room has been designed as a mini ecosystem to be studied as a means to improve indoor air quality. Prof. Michael Dixon, Horticultural Science, is heading up a three-year research project that uses computer systems to monitor indoor air quality and assess the benefits of replicating nature.

It's the first time such an experiment has been developed. Ultimately, its findings will have applications for commercial and home use and will add to the understanding of fields such as botany and medicine.

The room houses about 8,000 hydroponically grown plants, with more than 250 species of mosses, ferns, orchids, bulrushes and tropical water lilies. Insects, molluscs, amphibians and fish are found in the water system. One of the room's key features is a "breathing wall" built of porous lava that acts as a filter for contaminants. A computer system to monitor the experiment will be set up behind this wall.

Lighting, air-circulation and water-filtration systems have been specifically developed to support the self-sustaining ecosystem, created by Genetron Systems, a Canadian ecological engineering firm.

Dixon says the project will contribute to the development of closed-cycle plant-growth facilities to be used for future research with the Institute for Space and Terrestrial Science. The room will form the base of activity for a number of different spinoff studies, including waste-management technologies. It will also contribute to education; University of Toronto engineering students and U of G graduate students will participate in various capacities.

Prototypes of the wall will be built on campus to observe specific reactions in similar ecosystems. These prototypes will be inoculated with various gases and then monitored, says Dixon. ❐

Guelph participates in Maclean's university issue

U of G will participate in the fourth annual *Maclean's* magazine survey of Canadian universities, to be published Nov. 7. It is also one of 83 universities included in the recent *Saturday Night University Planner*, a resource guide for potential students.

The planner outlines campus facilities and services and academic programs, but stops short of ranking universities. It was written in co-operation with the Association of Universities and Colleges of Canada, which had asked member institutions to boycott a competing survey in *Maclean's* that scores universities on various criteria. Only 12 per cent of English-speaking universities actually joined the boycott.

The *Maclean's* issue will include a joint one-page ad from U of G, the University of Waterloo, Wilfrid Laurier University and Conestoga College. "This is an excellent opportunity for these institutions in Canada's research triangle to promote the value of a postsecondary education," says Mary Cocivera, director of University Communications. "The *Maclean's* university issue is a prime vehicle for this message."

Chuck Cunningham, assistant registrar for liaison, sees value in both the *Saturday Night* and *Maclean's* publications. "I think they can both be useful documents to people seeking out a university as long as they use them as just one resource among many," he says. "The best way for people to make a decision is to visit the university."

He notes, however, that the 60-page *Saturday Night* supplement is wide of the mark on some issues. It fails to list all programs offered by U of G and cites the wrong telephone number for the Liaison Office.

The *Maclean's* special feature on universities went through problems of its own in its first years, including objections from universities to its one-shot ranking system, says Cunningham. A new ranking system, which compares universities on a wide spectrum ranging from reputation and class size to operating budgets, is more effective, he says.

"The University has done well whenever it's been ranked," adds Cunningham. "It's nice to see, but it's important for students to come up with their own ranking based on their own criteria." ❐

Administrative changes made

Two changes as part of the review of U of G's central administrative areas were announced by administrative vice-president Charles Ferguson last week.

The functions of the University treasurer have been redistributed within Financial and Administrative Services. Roger Phillips, who has held this position since 1992, has left the University.

The reporting relationship for the director of the Real Estate Division has also changed. John Armstrong, who previously reported to the treasurer, will now report to Ferguson. ❐

LETTERS

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No mention of CBS student quality

As I sat sipping my morning cup of coffee, I thought I should peruse our media organ and bring myself up to date with Guelph affairs. Lo and behold, I read the headline "More Ontario Scholars call Guelph Home" (*At Guelph, Oct. 5.*)

As a member of the College of Biological Science and being associated with the B.Sc. program, I felt a rush of pride, so I started to read the article. To my surprise, disappointment and disillusionment, it did not mention my college.

"My God!!" I remarked and, in so doing, spilled my coffee on my trousers. What about CBS, the B.Sc. program? Why only B.Sc.(Agr.) and B.Comm.? CBS boasts an enrolment of 96.4-per-cent Ontario Scholars and 74-per-cent Canada Scholars. The remaining 3.6 per cent were admitted on student profile forms by design, or we could have bragged 100-per-cent Ontario Scholars.

No other college or degree program can match this academic achievement. But I did not read these facts, which filled me with such pride. Why? Have we become so blasé and apathetic to excellence that we ignore it and only consider the weak areas? Is this another premeditated strategic-planning precursor?

"No," I tell myself, "not in *At Guelph*, surely?" Then why was it not reported? Why are we not proud of our strengths? Why do we always consider agriculture? I am perplexed.

Perhaps we have not overcome our "Moo" image after all. Because if we had, we would really be proud of our academic achievements and report it accurately and fully in the only public voice we have, *At Guelph*.

Darn it, I will send them my laundry bill. Sketchley has a 50-per-cent-off sale. This is in keeping with our cost-saving initiatives at Guelph.

Prof. Fred Ramprashed
CBS dean's office

Thanks for the concern

Our family was touched by the personal expressions of friendship and support from Doug's friends and colleagues during his brief illness and following his death Sept. 27.

Please accept our thanks for your thoughtful concern during this difficult time. We are most appreciative.

Merilyn Robinson end family

Ecology strongly supported

Old "Ozymandias" and "second banana" perhaps have a concept of ecology somewhat different from that apparently held by Prof. Ward Chesworth (*At Guelph*, Oct. 5).

For us, ecology is a broad study spread widely in the teaching and research throughout the University. It has always been strongly supported and represented in CBS.

Because of its breadth, we think it unwise to turn the subject into some sort of narrow academic cult with some of the negative features of cults generally, including exclusiveness and intolerance of the views of others.

Prof. Keith Ronald
Prof. Roy Anderson

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At Guelph welcomes contributions from the University community, including letters to the editor, opinion pieces, publications and news about faculty, staff end student activities. Deadline is Wednesday at noon unless otherwise specified. Articles mey be reprinted with permission of the executive editor.

At Guelph headlines top stories end coming events can also be eccessed on GRIFF.

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Executive editor: Sandra Webster, Ext. 3864.
Editor: Barbara Chance, Ext. 6580. **Writer:** Maurice Oishi, Ext. 2592.
Advertising co-ordinator: Vicki Gojanovich, Ext. 6690.
Production: Linda Graham, Ext. 6581.

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Please Recycle

Don't change whole fabric of predictability, OCUA panel urged

Continued from page 1

has removed almost $30 million from its operating budget for reinvestment in academic enhancement. He also noted that Guelph is in the midst of a major strategic-planning exercise to define a new mission for the future.

Rozanski described OCUA's proposed purchase-for-service system as flawed and unacceptable. If implemented, it would undermine the autonomy of universities because decision making could be centralized at the government level, he said. It would also undermine universities' accountability to their boards of governors and senates and destroy the collegial and community process unique to universities.

"Guelph would lose the ability to make the kind of decisions, independently and collectively, that are in the best interests of this University," he said.

OCUA has made a false separation of teaching, research and scholarship, continued the president. "If this view is perpetuated, especially through a funding mechanism, the integrity of the academic system and the ability of universities to provide quality education — the hallmark of the Ontario system — will be seriously undermined. This view must be opposed."

Rozanski focused on responding to those issues that OCUA claimed were insufficiently addressed by universities, including accountability, diversity, teaching excellence and collaboration.

Guelph has been responsive to accessibility concerns, said Rozanski. It is 3,000 BIUs over the midpoint for which it is not paid anything for tuition — the second highest intake in the system. If U of G were fully funded for these additional BIUs, it would have received $12 million to $15 million in additional government grants.

Guelph has also addressed the issue of diversity, he said. Some 68 to 70 per cent of the entering student population in the last two years has been female, and Senate last year approved a student-profile admission program that considers students for admission on the basis of other criteria besides marks.

Rozanski stressed that U of G is committed to teaching excellence tied to research and scholarship. Ten faculty hold Canada's top teaching award — the 3M Fellowship — and the University has a policy that provides support to faculty who wish to pursue a teaching career path.

He also pointed to Guelph's unique undergraduate programs through the Office of First-Year Studies and Akademia, collaboration among area universities on graduate programs and interactive video teaching links, seven articulation agreements with community colleges, and an initiative with the Six Nations Reserve.

Rozanski concluded by urging OCUA not to change the whole fabric that provides universities with the predictability to manage their own affairs. "We can accommodate and respond to change and will continue to do so if you don't prevent us."

World-class education

Academic vice-president Jack MacDonald rejected the OCUA discussion paper's underlying assumption that the university system in Ontario is not functioning well. "I don't see any evidence whatever that our system is broken."

Canada consistently ranks as one of the best countries in the world to live in, said MacDonald, and a big part of that ranking is based on the educational system. And Ontario educates 40 per cent of the people who receive university education in Canada.

He challenged the OCUA panel to compare that international ranking with the council's own documentation, which states that Ontario universities are now receiving one-third less funding per student than they did 15 years ago. This doesn't sound like an educational system in need of massive change, he said.

MacDonald went on to criticize the OCUA paper's lengthy rhetoric about the need for accessibility, with virtually nothing said about quality, and asked how the panel could accept a charge from the minister of education that ignored the tuition element of funding.

He advised OCUA to "fix" those parts of the system than need improvement, but not to recommend massive change.

Research vice-president Larry Milligan said the OCUA discussion paper is provocative "at a terribly dangerous time in which to be overly provocative." There's a real danger that provocation — notably the report's summary of university research — may be taken as fact and acted on by outside agencies, he said. This is a time when Canadians need more recognition of the importance of research.

Milligan said U of G takes its research responsibilities seriously, including the accountability required by granting agencies, the public's need to know about research accomplishments and the implementation of new knowledge in undergraduate education.

He was critical of the 1986 data on which the OCUA paper bases its analysis of faculty time spent on research. Much of it is based on student surveys, much was collected outside Ontario and all of it is out of date, he said.

He noted that Guelph has increased its external research funding by $30 million since 1986, and now has 22 per cent more students and 40 FTE fewer faculty.

Even the question of dividing faculty time between research and teaching functions is misleading and suggests a competition between functions that are intrinsically united, said Milligan. Students and society are the benefactors of that union.

In other presentations:

■ Prof. John Barta, Pathology, chair of the Senate Committee on University Planning, told OCUA representatives that the changes they're *looking for* are already being implemented at Guelph.

■ Engineer Tanya Lonsdale, a graduate of OAC who is vice-chair of Board of Governors, noted that Guelph has responded to the report "University Accountability: A Strengthened Framework" and now has a broadly representative B of G that is meeting its responsibilities to the institution and the people of Ontario.

■ Prof. Janet Wood, Chemistry and Biochemistry, chair of the Research Board, questioned the OCUA discussion paper's figures and perception concerning research. She said the integration of teaching and research would be improved by modifying university policies to evaluate and reward faculty activities that best integrate research and education. It's also important to increase financial support directly to qualifying senior and postgraduate students for study with faculty advisers of proven ability in integrating research and education, she said.

■ Susan Faber, a staff member in the Department of Biomedical Sciences who sits on B of G, said the discussion paper fails to distinguish the university system from community colleges and high schools, except by higher tuition fees. "This would cause universities to lose students and faculty," she said.

■ Derek Jamieson, director of Analysis and Planning, said the most efficient way to run the Ontario university system would be to provide implementation at the local level. As that is not plausible, some special incentives should be given to allow for inherent differences in the system. He also said that unfunded BIUs are creating much inequity in the system and he advised against a study of revised BIU weightings.

■ Prof. Glen Filson, Rural Extension Studies, a member of the U of Faculty Association, said faculty would fight to avoid OCUA's Model C. "It is a direct attack on tenure and the character of the professoriate," he said. "It would destroy academic freedom."

Filson said OCUA has a preference for Model C, which he suggested was due to the strong possibility that less money will be given to universities. But at a time when the economy is rebounding, it would be wiser to provide universities with more money instead of less, he said. This is because the research and development supplied by universities will help refuel the economy's upturn.

■ David Robinson of the Department of Biomedical Sciences, president of the U of G Staff Association, also urged OCUA to adopt a funding system that is stable and predictable. He praised the University for taking a consultative approach in dealing with economic and environmental pressures. He said the current strategic-planning initiative, by seeking input from all sectors of the community, has made staff feel both encouraged and empowered. Robinson said staff are primarily concerned with the balance between research and teaching. If there is a shift in provincial funding to maintain the research infrastructure of laboratories, equipment and research staff, retraining may be needed, he said.

■ Kate Armstrong, local planning commissioner for the Central Student Association (CSA), said she fears that if students are considered consumers, they will become the direct and principle source of capital for a university's operations. Any tuition increases will in turn decrease university accessibility, she said. The CSA does not favor any of the council's funding models, believing they all have serious flaws, said Armstrong. The CSA believes that access and equity concerns are being recognized and accorded high priority under the current funding arrangements.

■ Don Gruber, president of CUPE, said CUPE does not share the optimistic view of the future of universities. They must be made more accessible to the poor, par-

See COMMUNITY on page 8

U of G community representatives at the OCUA hearing included, from left, Prof. John Barta, chair of the Senate Committee on University Planning; Kate Armstrong of the Central Student Association; Tanya Lonsdale, vice-chair of Board of Governors; Daniel Sellen of the Graduate Students' Association; and Prof. Wayne Pfeiffer, chair of the U of G Faculty Association.

Photos by Maurice Oishi, University Communications

President Mordechai Rozanski, left, poses with representatives of the city of Guelph. From left are Devid Creech, the city's chief edministrative officer; Meyor John Counsell; John Wood and Sharon Giles of the Chamber of Commerce; and William Stevens, president of William Stevens Ltd.

TI
Strategic-Plann

Enhance the relationship between teaching, research

The way instruction is carried out at U of G must change if the University is to emerge as a research-intensive learner-centred insti- tution, says the final report of the SPC committee on the learner-centred university.

The report says Guelph should:

- enhance the relationship between teaching and research;
- develop the capability for self-reliant inquiry;
- reorient structures to support the learner-centred environment;
- increase the effectiveness of teaching and learning activities; and
- ensure accountability to the student and society.

It articulates more clearly than earlier SPC statements what a learner-centred education is. It provides each student with opportunities for self-evaluation, to problem solve, to have a sense of the past and an appreciation for national and international issues, to write and speak effectively and to be skilled in numeracy. It also supports them as they develop independence of thought, a sense of moral and esthetic maturing and a love of learning.

The committee encourages the research-learning link. Guelph should continue to support both teaching-path and research-path career emphases and encourage faculty on teaching paths to engage in research. Links between each faculty member's research and instruction must continue to be considered as part of hiring, promotion, tenure and regular evaluation reviews. Teaching dossiers should include a description of how research-teaching links are made with students.

Faculty and staff must help students develop the capability for self-reliant inquiry, and faculty must challenge themselves to consider what they have to say and why, and what exercises they will have their students perform. Student:faculty ratios must be improved, and each student should be involved in small groups in at least two courses each semester.

First-year experience

The committee notes the importance of the first-year experience, including the creation of required inquiry courses, and makes many other recommendations for action, including giving undergraduates in their final year opportunities to integrate and apply their knowledge. Graduate students need to think in fresh ways, says the report, so they should be integrated into the learning environment in such programs as Grad Days, advanced research seminars and courses on research issues. Where feasible, faculty should involve graduate students in their personal research.

The committee makes eight recommendations to improve numeracy and writing skills. One is to encourage students to keep a portfolio of their work so they can measure their progress through their university career. Another is to create small-class opportunities so students can sharpen their speaking skills.

The report encourages experiential instruction — labs, studio work, semester-abroad and exchange programs, faculty-supervised placements and field studies. U of G should also encourage and support skill-upgrading and personal-development courses for faculty and staff.

Academic structures must be reoriented to support the learner-centred concept, says the committee. Faculty must enhance opportunities for self-reliant learning in all courses. The University must refurbish some lecture rooms with seating arrangements for seminars and class interaction, and large lecture halls need state-of-the-art projection and sound equipment. Faculty who lecture to large classes need adequate graduate teaching assistant (GTA) support for small seminars or lab sections, and faculty who need to enhance their classroom delivery should be able to obtain help from Instructional Support Services.

The report says program committees must accept their responsibilities. These include reviewing all specializations, majors and minors and providing annual reports on these reviews. Departments should give program committees annual reports on the nature of all exams being given in programs.

Students need to be exposed to a variety of learning experiences, says the report, and program committees must work to balance offerings. Student representatives should sit on departmental curriculum committees.

Students deserve the best of academic counselling. The committee calls for strengthened academic program counselling (APC) offices and makes seven recommendations to strengthen the relationship between departmental counsellors and APCs. Some counselling-related work now being done in departments should be done in APCs, which would free up faculty time for student contact, course preparation, research and scholarly activities. Career counselling should be made better known to students.

Different approach

U of G must take a different approach to learning, says the committee. It suggests that undergraduate and graduate programs and the Office of Continuing Education offer more opportunities for non-traditional learning, especially for the part-time older student and those with special needs.

The report recommends changing the name of distance-education courses to distance-learning courses and changing the name of the Office of Continuing Education to the Office of Continuing Learning or Lifelong Learning.

The report encourages faculty to bring experts and visitors into the classroom and to make class visits to workplaces. Some "service" courses should be offered through self-instruction resource modules or distance education.

U of G should move to a regular slot system for scheduling, with a fixed period during each semester designated as University time, says the committee. Instructors should be permitted to designate an appropriate time span for exams, and faculty should be given more time to grade essay exams.

The institution should overtly support the continued improvement of learning to faculty and help graduate students develop teaching skills, says the report. It also suggests that upper-level undergraduates serve as mentors to lower-level students in a proposed program organized by the student government or Student Affairs.

The library is the major source of resource-based learning and will become more important as student self-reliance develops, says the committee. It calls for an increase in the library's budget and in the number of professional librarians.

Students should have their own personal computers by the start of the second semester, and the University should study ways to provide them with financial aid to buy hardware and software. The number of lines for access to campus networks from both on and off campus should also be expanded.

The committee encourages electronically based teaching experiences and calls for a study to determine the costs and benefits of computer-assisted learning.

Finally, the report addresses accountability. It says all first-year students should take literacy and numeracy tests at the entrance and exit levels. Faculty, staff and GTAs and undergraduate and graduate courses should continue to be evaluated. Program and departmental curriculum committees should regularly review and evaluate all course offerings. And the University must continue to provide the public with frequent reports on the positive consequences for individuals and society that result from U of G being a research-intensive learner-centered institution.

Co-chaired by David Knight and Terry Gillespie, the committee consists of Tom Carey, Don Cockburn, Anna Dienhart, Christopher Garner, Tom Michaels, Larry Milligan, Peggy Patterson, John Roff, Constance Rooke, Jennifer Story and Susan Waterman MacLean. ❑

Change needed to advance research

Guelph is already a pre-eminent research-intensive university, but its position could be advanced if some issues are addressed, according to the SPC committee report "Guelph as a Research-Intensive University."

The single most important internal factor that will affect Guelph as a research-intensive institution is the declining number of faculty and staff, says the report. In recruiting rehirees, U of G must select faculty who can develop a high-impact research program in an environment that is not limited by time or the initial level of resources.

A strong research program should continue to be considered in awarding tenure, says the report, and the evaluation process should recognize and support faculty who are uniquely gifted in discovery, integration and the application and sharing of knowledge.

There should be an increase in the rigor in assessing performance of research, and resources should be focused on the most effective researchers. More attention must be paid to assessing the impact of research.

These significant changes must be accompanied by an institutional commitment to a research environment that is creative, compassionate and supportive, says the report. Faculty will need encouragement to shift and alter their academic career paths in response to change.

Faculty gifted in research should have responsibilities heavily weighted towards research. Faculty who are no longer able to obtain financial support for their research should be encouraged to look for support through collaboration with external agencies or other faculty or by directing their research energies to areas that require fewer funds or facilities.

The report also stresses the importance of faculty collaborating with other researchers and building partnerships with industry that will allow graduate students to prepare for careers.

In terms of research infrastructure, the committee calls for a reallocation of funds in the University's operating budget and a vigorous pursuit of other funding to support facilities, renovations, new equipment and library resources and facilities.

Faculty need time to pursue scholarly inquiry, continues the report. Teaching is the most important other responsibility for many faculty, but there is a need for more flexibility at the departmental and institutional levels to make different choices about these responsibilities.

The report makes seven recommendations. The institution should:

- develop criteria and methods to assess the impact of that part of a faculty member's scholarly activity that relates to research;
- develop an orientation/training program for new chairs that places emphasis on nurturing new faculty;
- make an institutional commitment to a research environment that recognizes and supports high-impact research in a learner-centred environment of which it is a part;
- pursue opportunities for collaboration and foster skills in collaboration in graduate programs, particularly at the PhD level;
- establish a strategic research initiative group to identify new directions;
- establish a research opportunities fund to help new faculty set up a research program, to enhance the infrastructure and to provide seed money for promising new initiatives of strategic importance; and
- support this fund from the University's operating budget and aggressively seek new funding through targeted fund-raising campaigns and federal and provincial funding.

Edited by SPC chair Bev Kay, the report is based on discussions involving Larry Milligan, Jack MacDonald, Alan Meek and Constance Rooke. It also involved reviews of reports from a Research Board's task force on research and recent literature on university research. ❑

Reduce entry points

The entry points to the semester system should be reduced from three to one, says the SPC committee charged with looking at the advantages and disadvantages of the semester system.

This is the main recommendation of the committee chaired by Ken Grant. The committee believes the semester system should remain in place, he says, but there would be significant advantages for students and the institution if the number of entry points was reduced — a change that would put Guelph in line with other universities and would affect fewer than 200 full-time new students a year.

"Usually, in order to get something, you have to give up something," says Grant. "If U of G is prepared to give up entry points, it could reduce the excessive administrative procedures required by the current system — three entry points for students, three academic reviews and three pre-registration and registration periods." This would free up time that could be used for classes and learning instead of administering, he says.

The committee's report says the spring semester in its current form is not viable from a resource-allocation perspective and must either be downsized or changed to serve more learners. This might be accomplished by changing the mix of course offerings, increasing distance courses and offering year-long courses over the 12- to 13-week term.

The committee makes the fol-

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ing Commission

Expand course system, vary weights

U of G should move away from its current system of requiring a specified number of equally weighted courses to graduate from a program. So says the SPC committee assigned to consider the courses and credits required for graduation.

Instead, the University should adopt a system that is based on the current semester course system but is expanded to include courses worth half a credit, 1.5 credits and two credits, the committee says. Credit weight would be determined not just by class contact hours, but also by some estimate of the relative amount of student effort required.

This approach would respond to criticisms that the current system is inflexible and unfair and that it forces students to focus on too many different subjects at once, says committee chair Carole Stewart.

"Although this may appear on the surface to be a fairly small change," she says, "the committee thinks that it would, in fact, open the way to a variety of innovative program developments and allow students more flexibility in planning their own courses of study."

The committee was also asked to consider the notion of "course challenges" — allowing students to challenge and waive a required course when they can demonstrate they already have the knowledge needed to complete the course. The committee recommended that U of G develop a "challenge system" for undergraduate courses.

Other members of the committee are Bob Auger, Mike Jenkinson, Jennifer Neal, Dana Paramskas, Jim Pickworth, John Phillips and resource person Barry Millman. ❐

Alumni collaboration must be two-way street

The SPC committee asked to look at collaboration with alumni returned a clear message: *This has to be a two-way street.* Alumni are ready and willing to be more involved in the life of U of G, says committee chair Clay Switzer, but they expect in return an equal commitment from the University community.

A former dean of OAC and now president of the U of G Alumni Association (UGAA), Switzer says too many alumni think the University views them solely as a source of revenue. Alumni must be made to feel that their time and knowledge are also welcome, he says. They offer a collective wisdom that can benefit both academic and administrative areas, but the University has to recognize that wisdom, listen to it and use it to make decisions.

The report goes on to identify specific areas where the committee can visualize more collaboration:

- providing an interface between undergraduate students and the workplace;
- contributing to academic programs as guest lecturers, mentors and living examples that a lifelong relationship with U of G is essential for the future well-being of every graduate;
- returning to campus to enrol in or teach continuing-education programs;
- providing industry and government networks to keep Guelph programs up to date;
- fostering links with various alumni groups, such as class, department, athletic team and student organization;
- liaising with prospective students;
- communicating U of G's accomplishments off campus;
- raising money to support worthwhile University projects; and
- acting as international ambassadors for Guelph.

The report recognizes that Guelph has already initiated efforts in several of these areas, but says they could be expanded. "In particular, additional opportunities should be created for alumni to become more involved with the University community (faculty, staff, students, parents) and potential applicants. Examples of such potential involvement are: review of admission applicants, orientation, special events, award presentations and convocation."

The committee also says that plans to involve alumni should consider the results of a strategic-planning exercise recently undergone by the UGAA.

The SPC committee report is really an offer from alumni to meet the University halfway, says Switzer. "The committee interviewed many alumni who would like to be more involved but are waiting for the initiative to come from the University in the form of *an institutional commitment.*"

The report concludes: "If the University community truly accepts alumni as part of the family, alumni will respond to sustain and strengthen the University in ways as yet unimagined."

Other members of the committee are Elizabeth Cockbum, Bill Gregg, Tom Sawyer, Andrea Pavia, Ron Downey and Denis Lynn. Alternates are Mary Haggarty and Susan Vercruysse.❐

Link pay for performance, employee reviews to achieving strategic plan

Good management is the key to achieving the University's goals, says the report of the SPC committee to assess performance evaluation and orientation/retraining for faculty, staff and administrators.

Committee chair Wayne Marsh says the report defines a process that links pay for performance and performance reviews to achievement of the institution's strategic plan. "It gives the employee a direct stake in helping reach these goals," he says.

The process also includes employee training at all levels and improves accountability within and outside the University.

The report makes 12 recommendations. It says the University should:

- establish funds for reward and incentive programs to ensure strategic directions are implemented;
- negotiate a pay-for-performance program for all U of G employees;
- set aside a sufficient portion of the annual salary budget to provide a significant reward for employees who make an important contribution to the institution;
- introduce a performance-review program for managers that measures progress towards specific performance goals;
- introduce a program for managers that allows them to train staff to implement the strategic directions and to motivate staff through constructive performance reviews;
- develop an adequate and appropriate compensation system for department chairs and modify the administrative officers' training program for them;
- require that the responsibility for staff development and renewal be part of supervisory positions and that supervisors be accountable through the performance-review process;
- determine the skills and activities needed to ensure the quality of learning and the institutional environment and develop programs for appropriate skills training;
- require that performance reviews for staff who provide direct service include measures of client satisfaction;
- ask the Joint Faculty Policies Committee to review the criteria for department tenure and promotion guidelines to ensure these are consistent with strategic directions;
- develop a training program for graduate students and teaching assistants to prepare them for a learner-centred teaching environment; and
- ensure that management responsibilities for conducting meaningful performance reviews and developing staff training and development plans be featured in the University's statement of management philosophy.

Other members of the committee are Danny Butler, Mario Finoro, Ken Jeffrey, Colin Marsh, Rob McLaughlin, John Roff, Ian Simmie and Jane Watt. ❐

to semester system

lowing recommendations:

- All new undergraduate degree students should be admitted only in the fall semester.
- The winter undergraduate registration period should be eliminated.
- Academic review should be conducted once a year.
- Three entry points should be retained for students transferring programs during the academic year.
- More class weeks should be offered in all semesters.
- Each graduate program should determine how many entry points will be normal for that program.
- Graduate Studies should adopt the undergraduate registration periods.
- First-year students should be required to register in at least three year-long courses.
- A working group should be established to co-ordinate Guelph's distance and other credit course spring offerings with those at other institutions.

At the recommendation of this committee, SPC established a subcommittee to analyse co-operative education programs and determine how they might be changed, particularly in light of the above recommendations.

Other committee members are Cathy Beattie, Chuck Cunningham, Adrian DeLyzer, Bill Frisbee, Virginia Gray, Jan Jofriet, Jack MacDonald, Joe Mokanski, David Murray, Kimberley Radboume and Brian Sullivan. ❐

Communication, support, education needed during process of change

Although a climate of trust is intangible, its importance should not be underestimated. The University should define its goals not only in terms of activities, but also in terms of the climate that should prevail. So says the SPC committee focusing on climate of trust and respect of open communication.

"We recognized that the University is in a period of profound change and that maintaining a climate of trust and respect in a period of uncertainty and insecurity is even more difficult," says committee co-chair Barbara Abercrombie. "Because of this, we focused on the management of change in a large and complex organization. Many of our recommendations deal with communication, support and education during the change process."

The committee referred to the employee morale survey and recommended formulating an action plan for unresolved issues. Also recommended are regular, though not necessarily elaborate, updates of the survey to gauge changes in the climate.

Employees want to be consulted. This must involve employees providing input and management giving evidence that comments are listened to and acted on. Because secrecy is inimical to trust, the group says committee processes should be open and that agendas should be communicated in advance.

The committee endorsed many of the recommendations in the 1988 Report of the President's Ad Hoc Committee on Internal Communications. Chairs, managers and senior administrators should be selected in part because of their communication skills. Job descriptions and performance evaluations should recognize the importance of communication. Senior administrators, particularly the president, play a crucial role in setting the tone for a two-way communication process on campus. The committee endorsed any initiatives that encourage informal communication within and among units on campus.

The University will be subject to "more rapid, frequent and dramatic change" over the next decade, says the committee in its report. Bringing about major change in a large and complex organization will require skilled management of the change process and constant communication and support of employees.

Focusing on the management of change, the committee recommended that managers be educated in making change, that a comprehensive communication program be devised for the transition period and that a member of the community be designated specifically to be responsible and accountable for the management of the change process.

Co-chair of the committee is Mary Cocivera. Other members are Diane Boyd, Madic Férère, Kevin Kelloway, Barry Millman, Shaun Newsome, Michael Nightingale and Doug Odegard. ❐

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NOTICES

Pasture science

"Pasture Science: Issues and Developments" is the topic of a symposium Nov. 4 and 5 in the University Centre. Keynote speaker Alison Davies of Wales will discuss pasture agronomy in the United Kingdom. Other speakers include University of Alberta plant scientist Jane King and University of Manitoba animal scientist Karin Wittenberg. Cost is $40. For more information, call Prof. Ann Clark, Crop Science, at Ext. 2508 or e-mail to aclark@crop.uoguelph.ca.

CSB deadline nears

Oct. 28 is the deadline for applications to purchase compound-interest Canada Savings Bonds through payroll deduction. Anyone who purchased 1993 bonds can pick them up from Human Resources between Oct. 26 and Nov. 4. Identification must be shown. For more information, call Ext. 3374.

Environmental debate

Members of the Canadian Association for the Club of Rome will be at the Arboretum Oct. 20 from 10 a.m. to 3 p.m. to discuss the environmental and social problems of today. Previous and current students of the distance-education course "5,000 Days" are particularly encouraged to attend the session. To register, call Jane Dougan at Ext. 8219 or 2113.

A haunting we will go

Guelph Museums will stage a Haunting Halloween Party Oct. 29 from 1:30 to 4 p.m. at the Guelph Civic Museum. To obtain free tickets, call 836-1221.

Hair history

"From Home to Hairdresser," a permanent display at the Guelph Civic Museum, is a look at the evolution of women's hairstyles and the forces behind the changes over the last 70 years. Museum hours are 1 to 5 p.m. daily.

Big Sister art

An exhibit showcasing the work of artists featured in the Big Sister Association's 1994 and 1995 art/lottery calendars opens Nov. 13 at the Barber Gallery with a reception from 2 to 4 p.m. The 1995 calendar, which offers more than 400 chances to win cash prizes throughout the year, will be available for purchase at the open house.

A beam of peace

Guelph Museums and the Guelph Amateur Radio Club give you the chance to beam your message of peace around the world. "Remembrance Week Ham Radio Broadcasts" runs at McCrae House Nov. 5 to 11 from 10 a.m. to 5 p.m.

Students to meet

The fourth National Student Conference on Northern Studies will be held Nov. 26 to 28 in Ottawa. For registration information, write to the Association of Canadian Universities for Northern Studies, 130 Albert St., Suite 201, Ottawa K1P 5G4.

Have a cuppa

The Guelph Unitarian Fellowship will host a fund-raising coffee house Oct. 29, featuring Raspberry Jam, a Hamilton-area folk group. It begins at 8 p.m. in The Loft. Cost of $10 includes refreshments. To reserve tickets, call Louise Colley at 824-6927 or Kevin Crowley at 824-8640.

Managing a farm

The Equine Research Centre (ERC) will run a farm-management seminar Nov. 11 at the Royal Canadian Legion. Discussion topics will include deworming horses, vaccinating a herd, stable design and growing hay. Speakers are Jimmy Henning of the University of Kentucky, Nathanial White of the Marion duPont Scott Equine Medical Centre in Virginia, Pat Meyers of Cheltenham Veterinary Clinic and ERC director Andrew Clarke. Cost is $59. To register, call 837-0061.

Work in Eastern Europe

The Civic Education Project sends social science and humanities graduate students and faculty to Eastern European universities (except former Yugoslavia) for one academic year. For information, visit the InfoCentre at International Education Services on Level 4 of the University Centre.

Volunteers needed

The Recreational Equity Club is looking for volunteers to help out with its programs. For more information, call Ext. 6208.

A helping hand

The Victorian Order of Nurses needs volunteers who can spend two to four hours a week with socially isolated individuals. The VON volunteer visiting program works to alleviate the isolation, loneliness and depression of clients. If you can help, call Connie or Lisa at 822-5081.

Education exhibition

The 1995 International Education and Training Exhibition, one of the biggest events on higher education in Asia, will be held April 28 to 30 in Karachi, Pakistan. For more details, visit the InfoCentre at International Education Services on Level 4 of the University Centre.❐

Ontario Weed Act changes under study

A one-day workshop to review the Ontario Weed Act and its regulations will be held Nov. 3 at the Arboretum. Participants will have an opportunity to have direct input into recommendations to be sent to the Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA).

The workshop, entitled "Weed Control Act: Recommendations for Change," was prompted by growing controversy about the role of the Ontario Weed Act as a barrier to efforts towards landscape naturalization. The workshop is designed to review and make recommendations on revisions to the act.

Participants will include representatives from the Ontario Parks Association (OPA), the Ontario Association of Landscape Architecture, the Federation of Ontario Naturalists, the Weed Inspectors of Ontario and OMAFRA.

The workshop could result in recommendations that some of the 23 listed "noxious weed" species, such as milkweed and wild carrot, be removed from the act. It may also be recommended that new species such as the invasive exotic purple loosestrife be included in the act.

The workshop is hosted by the Arboretum and the OPA in co-operation with Continuing Education, with financial support from restoring Nature's Place, a partnership initiative between Ecological Outlook Consulting and the OPA. ❐

JOBS

As of *At Guelph* deadline Oct. 7, the following opportunity was available:

Graduate Program Liaison Officer, Faculty of Graduate Studies, contractually limited two-year appointment with possibility of extension. Salary range: $31,034 to $36,465. Closing date: Oct. 26.

To determine the availability of University employment opportunities, visit Client Services on Level 5 of the University Centre or call 836-4900. ❐

CLASSIFIEDS

FOR SALE

Baby crib in natural wood, Simmons Bentwood design, 10 years old, barely used, 836-3359.

Ascor portable lighting system with six pairs of blackout curtains, 846-8469 evenings.

Microwave, excellent condition, 822-8701 after 5 p.m.

Cordete IBM-compatible portable computer, Husqvarna zig-zag sewing machine, Denise, 843-5778 evenings.

Blue winter horse blanket, size 78, fleece lining, good condition; four blue shipping wraps, used once; four shipping cottons, used once; black show jacket, size 12, good condition; English leather bridle, cob size, dark brown, good condition, Julia, 821-7233.

Washer and dryer, 3/4 bed with sheets and bedspread, stove, sink, 767-0451 after 4 p.m.

FOR SALE

Renegade Midnight 12-speed road bicycle, like new, black with gold; Alpine car stereo, deck is fully digital 7267 with 4x16 built-in amplifier, 150-watt three-way speakers, equalizer is seven band with LED readout, good condition, David, Ext. 78896.

AVAILABLE

Pet grooming and pet care, your place or mine, Cathy, 763-0485.

WANTED

Used beginner's set of woman's or junior man's golf clubs and/or golf bag, leave message at 822-5326.

Caregiver for one-year-old child, one or two mornings or days a week, in our home or your home, 836-3359.

FOR RENT

Furnished and fully equipped home near downtown to responsible tenants for winter semester, January to May 1, $750 a month plus utilities, 836-3359.

Three-bedroom two-storey townhouse, Markham Road, two bathrooms, finished rec room, parking for two, gas heat, references, Marcia or Dorothy, 822-6473 or leave message at 821-6088.

Unfurnished three-bedroom house, large lot, quiet street, 20-minute walk to campus, available Nov. 15 or Dec. 1, $900 a month, send e-mail to kinwood@uoguelph.ca.

Classifieds is a free service available to staff, faculty, students and alumni of the University. Items must be submitted in writing by Wednesday at noon to Linda Graham on Level 4 of the University Centre or fax to 824-7962. For more information, call Ext. 6581.

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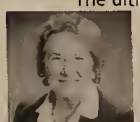
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CALENDAR

The Maple Trio performs at a noon-hour concert Oct. 20.

THURSDAY, OCT. 20

Pathology Seminar - Graduate student Susan Lee considers "Characterization of Virus-Like Particles in *Eimeria spp.* of the Domestic Fowl" at 11:10 a.m. in Pathology 2152.

Concert - The Department of Music presents a free concert with the Maple Trio at noon in MacKinnon 107.

Population Medicine Seminar - "Transforming Data for Statistical Analysis: Some Exploratory Methods" is the topic of Massimo Attanasio at 4 p.m. in OVC Learning Centre 1713.

Readings - Red Kite Press celebrates 10 years of Canadian writing with a reception and readings by short story writer George Elliott, poet and critic Marianne Micros, and publisher Prof. Tim Struthers, English, from 8 to 10 p.m. in the University Club.

Drama - The Department of Drama's production of Michel Tremblay's *The Impromptu of Outremont* continues on the Inner Stage until Oct. 22. Performance time is 8 p.m. Tickets are $9 and are available at the UC box office.

FRIDAY, OCT. 21

Sociology and Anthropology Seminar - William Whit of Aquinas College offers "An Integrated Paradigm for the Conceptualization of Relationships Among Food, Agriculture and Society" at 11:10 a.m. in MacKinnon 235.

Biomedical Sciences Seminar - Graduate student Paula Gareau considers "MRI and EPR-Spin Trapping: Studies of Malignant Hyperthermia" at noon in OVC 1642.

Open House - Teaching Support Services will display some of the latest developments in learning technology from noon to 3 p.m. in Day Hall 125.

HAFA Seminar - "Idealists and Materialists' Analyses of Food Prohibitions (The Rationale for Certain Meat Taboos in Religions)" is the topic of William Whit of Aquinas College at 3:10 p.m. in the HAFA dining room.

SATURDAY, OCT. 22

Scottish Studies Colloquium - The Scottish studies section of the Department of History hosts a day of talks by Michael Lynch of the University of Edinburgh, Roger Mason of the University of St. Andrews and David Caldwell of the Royal Museum of Scotland from 9:30 a.m. to 3:45 p.m. in MacKinnon 117. A reception follows in the University Club. Cost is $20.

SUNDAY, OCT. 23

Cycling Club - A 58-km ride to the Elora Gorge and a 35- to 55-km off-road ride leave from the UC south doors at 10 a.m.

Arboretum - Fun tree folklore is the focus of a walk that leaves from the nature centre at 2 p.m.

MONDAY, OCT. 24

Applied Human Nutrition Seminar - Patricia Wainwright of the University of Waterloo discusses "Essential Fatty Acids and Brain and Behavioral Development" at 2:10 p.m. in FACS 201.

TUESDAY, OCT. 25

Our World - "Towards a More Inclusive University: Looking at Racism" is the topic of human rights adviser Indira Ganaselall at noon in UC 441.

Mathematics and Statistics Seminar - Prof. Bob Chapman explains "Geometric Quality Assurance via Directional Data" at 3:10 p.m. in MacNaughton 201.

Physics Seminar - Woodland Hastings of Harvard University discusses "Biological Clocks" at 4 p.m. in MacNaughton 113.

WEDNESDAY, OCT. 26

Food Science Seminar - "Microbial Food Safety Risk Assessment" is the focus of Anna Lammerding of Agriculture and Agri-Food Canada at 10 a.m. in Food Science 202.

International Development Series - Prof. David Waltner-Toews, Population Medicine, discusses "The Dogs of Kathmandu: Integrating Community Health and the Environment" at noon in MacKinnon 237.

Women's Studies Seminar - "The Women Founders of the Social Sciences" is the topic of Prof. Lynn McDonald, chair of the Department of Sociology and Anthropology, at noon in MacKinnon 132.

Biochemistry Seminar - Graduate student Tracey Henry considers the "Role of Hydroperoxidase I in the Toxicity of Isoniazid in *E. Coli* and *M. Tuberculosis*" at 12:10 p.m. in MacNaughton 222.

Sociology and Anthropology Seminar - Paddy Carson of the Loblaw Companies explains "Why We Need to Rethink the Canadian Food System" at 12:10 p.m. in UC 442.

Cycling Club - A 43-km novice ride to Hespeler leaves from the UC south doors at 5 p.m.

THURSDAY, OCT. 27

Pathology Seminar - Graduate student Malcolm Gaines considers "The Effect of Angiotensin Converting Enzyme Inhibitor on the Development of Samoyed Hereditary Glomerulonephritis" at 11:10 a.m. in Pathology 2152.

Concert - A free concert featuring tenor Glyn Evans and pianist Alison MacNeill begins at noon in MacKinnon 107.

FRIDAY, OCT. 28

Nutritional Sciences Seminar - Dominique Garrel of Hotel-Dieu Hospital in Montreal asks "Is There a Defect in the Thermic Effect of Food in Obesity?" at 11:10 a.m. in Animal Science/Nutrition 141.

Biomedical Sciences Seminar - Graduate student Carole Galligan discusses "Effects of IL-8 on Bovine Neutrophil Function" at 12:10 p.m. in OVC 1642.

WORSHIP

Roman Catholic Eucharist is celebrated Sundays at 10:10 a.m. in Thornbrough 100.

The Open Door Church (Anglican/United/Presbyterian) runs Sundays at 7 p.m. in UC 533.

Care of the Soul, a Thursday session of prayer and music, begins at 12:10 p.m. in UC 533.

Womanspirit, a spirituality circle open to all women, runs Fridays at 12:10 p.m. in UC 533.

"Life After 50: Celebrating the United Nations Year of the Family" is the topic of Stuart Dixon Oct. 23 at 10:30 a.m. at the Guelph Unitarian Fellowship at Harris Street and York Road. ❑

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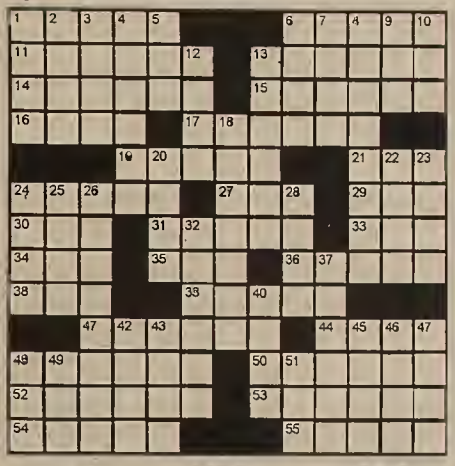
Canadian Criss Cross
by Walter D. Feener



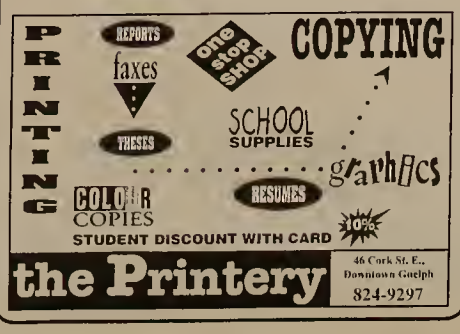
ACROSS

1. Tumbler
6. Horn and Cod
11. Covered with bristles
13. Pick out
14. Allure to evil
15. Meager
16. Annotate and emend
17. Embroidery yarn
19. Glacial ridge
21. Forest tree
24. Crystallized sugar
27. Strive for superiority
29. Afternoon reception
30. Bring to maturity
31. Neck cramp
33. Dernier ___
34. Twosome
35. Elongated fish
36. The clear sky
38. Ancient Egyptian god
39. Compact
41. Pour out
44. Window frame
48. Bulbous plant
50. Cows and steers
52. Sedative medicine
53. Greek jar
54. Gestures invitingly
55. Civil War general

DOWN

1. India butter
2. Swedish Nightingale
3. Italian commune
4. Treated maliciously
5. As written
6. Ruminate
7. Of the finest quality
8. Ceremonial feast
9. Compass point
10. Rupiah subdivision
12. "___ the halls with bought of holly..."
13. Church officer
18. Vituperates
20. Groom in India
22. Withered
23. Minute distance
24. Bounders
25. Fit of shivering
26. Recent in origin
28. Increases
32. Narrow down
37. Seed integuments
40. Giraffe feature
42. Complaints and criticisms
43. Makes room for
45. India meal
46. Snow runner
47. Roll call answer
48. Sailor
49. Monkey
51. Combat branch

For crossword solution, see page 2.



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Funding available for safety initiatives

The University wants your input on how to spend $59,500 for campus safety initiatives for women.

The initiatives money represents $50,000 of new funding from the Ministry of Education and Training (MET) and $9,500 left over from 1993/94. The new funding is the largest allocation given out by MET for such initiatives.

Up to $1,000 will be allocated to individual initiatives that meet ministry-defined criteria. These criteria stipulate that projects should be directed towards "hard-to-reach or at-risk groups," says Peggy Patterson of Student Affairs. Accordingly, priority will go to initiatives that would advance the safety of women, particularly those who work shifts; people with disabilities; and bisexuals, gays and lesbians.

MET guidelines dictate that the money be used as seed support for projects that will remain in place once the funding is gone, says Patterson. Training initiatives, information packages and changes to the physical environment are some acceptable uses of the money, she says. Salaries for staff will not be considered.

The 1993/94 funding was used to implement changes suggested by the METRAC safety audit and to support the Safe Walk program, First Aid Response team, Women's Resource Centre, The House and CONTACT Help and Safety Line, B-GLAD and other campus programs.

Patterson stresses that proposals need not be directed specifically at women's safety. She notes, for example, that funding was provided to Men Against Violence, a men's safety-awareness group. "When the campus is safer for women, it's safer for everyone," she says.

Proposals must be submitted by Oct. 28 to the Office of Student Affairs on Level 4 of the University Centre. For more information, call Keith McIntyre, director of Security Services, at Ext. 2050, or Heather Heath of the Employment and Educational Equity Office at Ext. 3474.❑

Community leaders show support

Continued from page 3

ticularly in this local area, and must have more meaningful input from the public and employees, he said.

■ Daniel Sellen, representing the Graduate Students' Association, noted that OCUA's discussion paper does not address the needs of graduate students. Graduate students' careers are largely influenced by their choice of research topic as graduate students, he said. "We foresee grave danger in making such critical decisions based on the government's flavor of the month."

■ John Wood and Sharon Giles represented the Guelph Chamber of Commerce. Wood, past president of the chamber, said it is not accessibility to university education that is an issue. Rather, it is a question of "Can we afford the accessibility we have?" Giles, chair of the chamber's education committee, said Ontario should provide "top-quality education to the small percentage of the population who need and will use it" and should make other options such as technical programs and apprenticeships more attractive.

■ Don Drone, principal of programs for the Wellington County Roman Catholic Separate School Board, described the collaboration between local school boards and U of G as "intense and pervasive." The integration of the Guelph community with the University is pivotal to enhancing the quality of life and developing defined projects and processes that will continue to make this a premier place to live, he said.

■ Bernard Rodriques, chair of the Downtown Board of Management, told OCUA that "as a businessman, I'm concerned about accountability. I want to have public funds accounted for." Universities need to be governed locally, where they can be strong and thriving within their communities, he said.

■ Bruce Whale, speaking for Deborah Whale, chair of the Agricultural Research Institute of Ontario, called for "a stop to the arrogant thinking that somehow a university education is better when, in fact, marketable vocational skills pose a very attractive option for most of us."

■ Meagan McLellan, a part-time student, appealed to the council to keep options open for people like her. "University should not be available only to those students who are well off or are the cream of the crop."

■ Bill Flynn of the Jake Thomas Learning Centre on the Six Nations Reserve said minority cultural groups like native people are not being well served. He also sought equity. "Most Canadians have ample opportunity to participate in and contribute to their mainstream culture," he said. "The Iroquois have never agreed to give up their own culture in order to be assimilated into the majority culture."

■ David Creech, chief administrative officer for the City of Guelph, cautioned OCUA to "take economic factors into account." He said that even a one- or two-per-cent change in the city's total economic activity could be drastic for the city and residents, including business. "It is these local economies across the country that make up the provincial and federal economies," he said.

■ William Stevens, a 1958 graduate of OAC and president of William Stevens Ltd., praised university research capabilities. "I want direct access to university researchers and administrators," he said. "I don't want to deal with a bureaucrat."

■ Graham Knowles, a consultant to the chemical industry and former president of Texaco Chemical Canada, echoed Stevens in defending the need for university research. "Technology is advancing ever quicker," he said. "Who better to teach our students than those who are at the frontier of science or engineering themselves?"

■ Larry Pearson, a 1972 graduate of CPES and president of Guelph's largest industrial employer, Linamar Corporation, said the real issue in the discussion paper is the implications of reduced funding. "Rather than suggesting ways of dismantling a university system that has developed local autonomy and accountability, OCUA should ask the senior university officials for input in solving the problem."

■ Don Murray, president of the board of the Guelph Food Technology Centre, called himself an outsider looking in at the University. "What I see I like," he said. "The system is working and does not need fixing." ❑

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FIRST GLANCE

Keeping an eye on safety

This issue of *At Guelph* launches a new column called "Safety Watch," provided by Security Services. It aims to inform the campus community about issues of personal safety and law enforcement. The first instalment is on page 5. Anyone with questions or concerns about campus security should call community liaison officer Robin Begin at Ext. 6261.

Forum looks at social services

MP Brenda Chamberlain will hold a public forum on social-service renewal Nov. 2 from 7 to 9:30 p.m. at the Evergreen Seniors Centre, 683 Woolwich St.

Discussion will focus on reforms to Canada's social security network, which will result in changes to postsecondary education, unemployment insurance and the Canada Assistance Plan. For more information, call Chamberlain's office at 837-8276.

Inside:

McMaster joins classroom link 3

Blackwood Hall wing naming honors environmentalist . . . 3

Educational program targets harassment, discrimination 5

World at Guelph . 6 & 7

University Centre marks 20 years 12

Thought for the week

Some people approach every problem with an open mouth.

Adlai Stevenson

DOWNTOWN GUELPH

Senate airs final report on anti-racism

Senate moved into a committee of the whole Oct. 18 for a general airing of the final report of the President's Task Force on Anti-Racism and Race Relations.

Janet Kaufman, former director of educational and employment equity, introduced the report, noting that it has taken into account comments made by senators and other members of the University community. Further comments are welcome, she said, and should be directed to president Mordechai Rozanski by Nov. 15.

Senators applauded the report, especially the extensive revisions to the preamble.

In the discussion that followed, Prof. David Josephy, Chemistry and Biochemistry, noted that the rules for establishing a formal hearing are laid out under the Statutory Powers Procedure Act of Ontario. This act states that either party has the right to be accompanied by legal counsel.

Josephy said that having legal representation can make a difference and that the quality of a defence can depend on the amount of money a person is able to pay. A systematic bias could be introduced into the tribunal process if one party has access to an expensive legal counsel and the other does not, he said.

Brian Sullivan, associate vice-president, student affairs, agreed and said this issue should be reviewed with further consultation with the University community.

Prof. Janet Wood, Chemistry and Biochemistry, said the task force's distinction between individual and systematic discrimination is helpful and that the University should put equal emphasis on both areas. Although it may seem that individual complaints are more pressing, the two are interrelated, she said, and one should not be lost in pursuit of the other.

Calls for balance

Prof. Art Hilliker, Molecular Biology and Genetics, commented on the composition of the hearing panel. He said the report calls for a balance of gender, race and color and that the report should introduce definitions for race and color.

During discussions on recommendations contained in the admissions section of the report, Prof. Peter Brigg, English, questioned whether the University could use a tie-breaker kind of proposal because U of G students are not currently required to declare their race on their application form. Registrar Arnold Holmes said students may now declare race if they wish, but it is on a voluntary basis.

Inclusive university

Academic vice-president Jack MacDonald noted that a human rights working group has been meeting to address recommendations dealing with leadership for an inclusive university. This group has submitted its report to Rozanski, who is now consulting with appropriate groups, said MacDonald. The president is expected to move forward with this group's proposals soon.

There appeared to be general agreement among senators on recommendations dealing with educational equity. An educational equity policy should be developed as quickly as possible, they said. MacDonald said this task will be assigned to his office in the near future.

A recommendation calling for the hiring of a person of color or an aboriginal person to work part time at the University as an educational equity consultant was called too restrictive. The position

See SENATE on page 8

Krakow calls

Fine art graduate Trina Koster took her lessons — and her camera — outside the classroom when she participated in the Krakow semester, capturing this accordion player on film. Any U of G students interested in gaining their own memories and experience in Krakow should call semester co-ordinator Prof. Joanna Boehnert, Department of Psychology, at Ext. 3517 or teaching assistant Peter Krek at Ext. 77744. The deadline to apply for the 1995 Krakow semester is Dec. 5.

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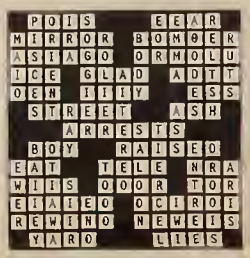

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PEOPLE

Ontario dietitians honor Woolcott

The Ontario Dietetic Association has named Prof. **Donna Woolcott**, chair of the Department of Family Studies, winner of its 1994 award of honor. The award recognizes outstanding contributions to the evolution of dietetics, particularly in the field of community dietetics and nutrition promotion. A faculty member in the division of applied human nutrition since 1984, Woolcott was honored for her leadership in moving nutrition forward on the public policy agenda, for her volunteer activities with professional associations and for her commitment to innovation and evaluation in community nutrition.

Donna Woolcott

Landscape architects receive awards

Two recent BLA graduates took first-place awards at the 1994 national student design competition sponsored by the American Society of Landscape Architects. **Joseph Fry**'s winning entry was a fifth-year thesis project called "Omoide Garden," a site in Neys, Ont., commemorating the Japanese Canadians interned there during the Second World War. **Patrick Morello** won for his land-use study of National Capital Commission urban corridor lands in Ottawa. Fry and Morello also won the Canadian Society of Landscape Architects student competition.

Two named to MRC committees

Prof. **Alan Wildeman**, Molecular Biology and Genetics, has been named a member of a Medical Research Council (MRC) grants peer review committee in the area of biochemistry and molecular biology. Prof. **David Josephy**, Chemistry and Biochemistry, has been appointed to an MRC review committee in the area of cancer research.

French studies prof gives talk

Prof. **Neal Johnson**, French Studies, spoke on "Sébastien Japrisot et les contraintes du roman policier" at the World Congress of the Conseil International d'Etudes Francophones in Quebec City.

Nutrition papers presented

Family studies M.Sc. graduate **Linda Barton** presented a paper called "A Profile of State of Dietary Change of Readers of Newspaper Nutrition Information" to the Canadian Dietetic Association in Montreal. The paper was co-authored by Prof. **Donna Woolcott**, and Prof. **Judy Sheeshka**, Family Studies, and Helen Tomasik of the Hamilton-Wentworth department of public health services.

Also in Montreal, former family studies graduate student **Cerolyn O'Brien** presented a paper co-authored with Woolcott and Prof. **Karen Finlay**, Consumer Studies, on "Effectiveness of a Nutrition Labelling Guide for Improving Grocery Shoppers' Nutrition Knowledge." O'Brien also presented a paper written with Woolcott and Finlay on "Grocery Shoppers' Stage of Change in Nutrition Label Use and Perceived Value of a Nutrition Label Guide" to the Society for Nutrition Education in Oregon. ❐

GRADUATE NEWS

The final oral exam of **Ann Campbell-Janz**, an M.Sc. candidate in the Department of Rural Extension Studies, is Oct. 28. The presentation is at 10 a.m. in Room 315 of the MacKinnon Building, followed by the defence in Room 314.

The title of the thesis is "An Assessment of the Applicability of Participatory Evaluation Using the Case of a Cameroon Women-in-Development Project." Her adviser is Prof. Jim Shute.

Interested members of the University community are invited to attend. ❐

Alumni make global connection on Internet

U of G will open up Internet access to alumni Nov. 1.

The system, which for the most part will run separately from the University's general computing facility, will enable alumni to tap into electronic mail, Netnews, CoSy, GRIFF and the campus on-line directory.

The service will run primarily on a separate UNIX machine with its own modem pool. Users will be charged a one-time $25 set-up cost, a $10 monthly subscription fee and $1 for every hour they spend on-line.

The fees will enable the service to run on a cost-recovery basis, says Ron Elmslie, director of Computing and Communications Services (CCS).

"Alumni are an important part of the University community," says Elmslie. "One of the most common questions we get as students approach graduation is how long they'll be able to use their computing accounts. This arrangement is an obvious one."

Alumni with a computer and a modem can access the system using either their own communications software or a program designed by CCS. As demand increases, the number of modems, currently set at six, will increase, Elmslie says. ❐

Students give thumbs up to new universal bus pass

by **Maurice Oishi**
University Communications

U of G undergraduates voted to adopt a universal bus pass during a Central Student Association (CSA) byelection that attracted an unprecedented 38-per-cent voter turnout.

Students will pay $23 a semester for the pass, charged as part of their tuition fee. The busing issue was probably what propelled 4,097 voters to the polls, says Quinn Dam, CSA finance and operations commissioner.

According to Kate Armstrong, CSA local affairs commissioner, the pass is probably the cheapest universal transit proposal in the country. The service, which will begin in January, will require only a valid student card to ride the bus. Students who live outside the boundaries of the Guelph Transit Commission (GTC) can apply to opt out of the program.

In the past, the GTC has offered a pass to U of G students at $165 a semester. Students had to ride the bus 10 or more times a week to gain a cost advantage with the pass. Armstrong says the new pass pays for itself if students take two return trips a month.

Previous efforts by the CSA to negotiate a universal bus pass were stymied at the poll, probably because of high cost, says Armstrong. The $23 price tag is the lowest the association has negotiated. She credits the lower price to a change in philosophy at the GTC. New commission head Robert Coghill "sees university students as a part of the community that needs to be catered to," she says.

The city is looking at revamping the bus system with an eye to increasing ridership, says Armstrong. "I think the GTC saw this (pass) as a good way to go about achieving this."

The byelection also resulted in the appointment of Kim Emmerson as CSA external affairs commissioner. (In the winter CSA elections, Emmerson was disqualified from the same position because of a letter she submitted to the *Ontarion* that ran after the campaign period.)

An initiative to include an opt-out clause in the CSA-based student health insurance plan fell at the polls. It would have increased the cost of the now universal plan by 29 per cent, says Dam. The plan covers drugs, accidental dental and extended benefits. ❐

LETTERS

Thoughtfulness is appreciated

We wish to sincerely thank our University co-workers and friends for their thoughtfulness, care and support during the illness and loss of our mother.

We will always remember and sincerely appreciate your sympathetic regards, visits, cards, floral tributes and memorial contributions.

Loreen Kelly
Computing and Communications Services
Dona Galloway
Accounts Payable

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At Guelph welcomes contributions from the University community, including letters to the editor, opinion pieces, publications and news about faculty, staff and student activities. Deadline is Wednesday at noon unless otherwise specified. Articles may be reprinted with permission of the executive editor.

At Guelph top stories and coming events can also be accessed on GRIFF.

Offices: University Communications, Level 4, University Centre, University of Guelph, Guelph, Ontario N1G 2W1. Telephone: 519-824-4120, fax: 519-824-7962. Office hours: 8:30 a.m. to 4:45 p.m.

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Executive editor: Sandra Webster, Ext. 3864.
Editor: Barbara Chance, Ext. 6580. **Writer:** Maurice Oishi, Ext. 2592.
Advertising co-ordinator: Vicki Gojanovich, Ext. 6690.
Production: Linda Graham, Ext. 6581.

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Please Recycle

Rising to the occasion

Engineering students had their ups and downs last week when they turned out to raise money for charity during their annual teeter-totter-athon. Undaunted by splinters and hoping to surpess lest year's total of $2,000 are, from left, Andrea Hibe, Stephanie Au, Dilek Dag, Emil Breeza and Julie Addison.

Photo by Maurice Oishi, University Communications

Guelph-Waterloo classroom link brings McMaster students on-line

by Maurice Oishi
University Communications

A filament of fibre-optic lines and microwave transmission now offers students at McMaster University an electronic portal into classes at U of G and the University of Waterloo.

An extension of the tried and proven three-year-old interactive classroom link between Waterloo and Guelph, the McMaster link should further the cash-starved universities' ability to stretch resources, says Prof. Jim Hunt, Physics, manager of the facility.

A graduate physics course and a chemistry seminar are the first tri-university course offerings over the link.

Through upgraded and new links costing close to $750,000, up to 38 students on each campus can see the professor on screen and exchange questions. Personal monitors enable students to get a clear picture of the electronic blackboard and overheads.

Demand for the facility is already at a premium, says Hunt. The larger of the two U of G interactive classrooms is booked for use from 8:30 a.m. to 10 p.m. five days a week. Only during an hour-long maintenance period and during dinner will the link be unused.

Over the past two semesters, the new connection between Guelph and McMaster — Guelph is the central link in the three-way electronic chain — has been used on a limited scale to connect students in the two universities taking joint courses in music, political studies, philosophy and physics.

Prof. Robert Hall, Music, has taught the course "Music in Canada" through the McMaster link. Although sound quality is limited — comparable with AM radio — he says teaching the course over the link opened up new avenues for both him and his students.

He team taught the course with McMaster professor Frederick Hall, who has taught a similar course many times before.

The novelty of the technology helped attract guest lecturers from across Canada, says Robert Hall. "They were very curious and interested in getting involved with a course that was outside the normal classroom situation."

Two-way links have proven highly successful and bode well for the tri-campus connection, says Hunt. When he and his colleagues devised the original link with Waterloo, the impetus was a desire to reduce travel time between the two cities for students involved in joint graduate programs in physics and chemistry.

"Of course, there are some students who don't like it," he says, "but it has all but eliminated travel between here and Waterloo." It's used predominantly for graduate-level courses and is flexible enough to accommodate graduate candidacy exams and seminar courses.

Of the extended link, he says: "The three universities recognize this as a way of keeping the duplication of teaching down and sharing teaching expertise." ❐

Economic consultants focus on health care

by Owen Roberts
Office of Research

Ontario's zeal for competitively priced health care has helped spark a unique economic consulting service on campus. It gives graduate students new opportunities and includes plans for a new graduate course in pharmacoeconomics.

PharmEcon, located on the seventh floor of the MacKinnon Building in the Department of Economics, is a non-profit contract research company involving eight faculty from three departments and two colleges.

Prof. Francis Tapon, Economics, co-founder of the company with MA graduate Matthew Sarabura, says PharmEcon is one of the first contract research organizations in Ontario specially designed to handle cost-effectiveness studies for pharmaceuticals. The province recently declared such studies mandatory for drugs listed in the Ontario formulary, the officially sanctioned list of pharmaceuticals approved for dispensing — at the province's expense — to people on social assistance and senior citizens.

"These groups are the biggest consumers of pharmaceuticals, so companies are anxious to have their products in the formulary," says Tapon. But to be listed, pharmaceutical manufacturers must now give evidence that their products are cost effective compared with alternatives.

"A drug that costs $2,000 per treatment may be more cost effective in the long run than a similar drug costing $300 per treatment," he says. "It's just a question of going beyond the initial cost of a drug."

Companies have little experience in this area and are seeking expert help in proving that their product is indeed the cost-effective choice.

That's where PharmEcon comes in. Through the participants' expertise in several fields of economics (econometrics, industrial economics, resource economics, public finance, corporate strategy, microeconomics and macroeconomics) as well as pharmacology, epidemiology, clinical medicine and biostatistics, they can provide an academically based, statistically sound analysis for the companies to present to the Ontario Ministry of Health as well as to insurance companies.

Part of the proceeds from their consulting fees are turned back into the Department of Economics.

PharmEcon offers other services, too, including competitive-strategy and health-care studies and management of clinical trials. The company has already secured its first contract — with the world's second-largest pharmaceutical company, Glaxo — to help the firm determine how it should be balancing in-house research and contract research.

The group is enthusiastic about the possibilities for students. "Pharmacoeconomics is a field that is just starting to open up," says Sarabura. "It's very practical, and there will be many jobs for graduates."

It's expected that within two years, the department will offer a pharmacoeconomics program and that graduate students will become involved in pharmaceutical company-sponsored research.

"There's a lot of depth here," he says. "I think we're tapping a gold mine of possibilities." ❐

Blackwood Hall wing naming will honor environmentalist

by Margaret Boyd
University Communications

U of G will officially open the Latornell wing of Blackwood Hall Nov. 4 at 4:30 p.m. The opening will be followed by the first of an annual lecture series to promote conservation and environmental awareness.

James Patterson of Ducks Unlimited Canada will give the inaugural Latornell Lecture on "Sustaining Canada's Environment and Economy Through Entrepreneurial Conservation" (see accompanying story).

The Latornell wing, located in the north end of Blackwood, will house the Faculty of Environmental Sciences, which administers the bachelor of science in environmental science program and co-ordinates some environmental activities on campus. This faculty also includes the federally funded Eco-Research Chair in Ecosystem Health, the research program in agro-ecosystem health and the Tri-Council Award in Environmental Information and Database Management.

In addition, the Institute for Environmental Policy recently moved to the faculty from the Arboretum. A new director of the institute is to be appointed soon.

The executive committee of Board of Governors approved the naming of the Latornell wing this summer. It is being named in honor of Arthur Latornell, a 1950 graduate of OAC who died in 1991. His career spanned nearly 40 years with the Ontario Ministry of Natural Resources. Throughout his life, he held a strong interest in the environment and in encouraging young people to work in environmental conservation activities.

Funds to renovate the northern wing of Blackwood Hall, which will include a special seminar room to be known as the Latornell Room, were provided by the Arthur D. Latornell Endowment Fund, established by U of G after his death. A campus committee chaired by Don Stephenson, manager of bequests and planned giving, has been developing the endowment fund for three years.

The Latornell fund also supports travel scholarships for graduate and undergraduate students, as well as continuing-education and professional-development grants for work with conservation authorities. The first workshop was organized by Prof. Stewart Hilts, director of the Centre for Land and Water Stewardship.

"This endowment has enabled us to firmly establish the Faculty of Environmental Sciences with a home on campus," says Michael Moss, associate dean of the faculty.

"It has been of tremendous help in providing support for students in the environment area. And because of the lifelong involvement of Arthur Latornell in the conservation field, it will permit us to develop strong links with conservation managers, both provincially and federally." ❐

★ ★ ★

Conservationist to give first Latornell lecture

The relationship between wildlife habitat conservation and sustainable agriculture will be the focus when renowned conservationist James Patterson gives the first Latornell Lecture Nov. 4 at 7 p.m. in Room 100 of the Thornbrough Building.

James Patterson

Patterson, who is director of international and government relations for Ducks Unlimited Canada, will discuss the integration of market and public policy forces to foster sustainable development. He will explain the significance of NAFTA and GATT to programs such as the North American Waterfowl Management Plan (NAWMP) and the Ducks Unlimited Canada Land CARE (Conservation of Agricultural Resources and Environment) programs.

A former president of the International Waterfowl and Wetlands Research Bureau, Patterson has held positions with the Canadian Wildlife Service, including director of the migratory birds branch and NAWMP. In 1991, he was named to the federal government's sectoral advisory group on international trade for agriculture, food and beverage industries.

Patterson will be on campus Nov. 3 and 4 and will be available to meet with groups. For more information — or to obtain a copy of his lecture — call the Faculty of Environmental Sciences at Ext. 4800. ❐

Community training project is on a roll

by Steve O'Neill
Office of Research

It's been more than a year and a half since U of G completed the Community Futures Training Project to provide the federal government with training material for community development. The training program is on a roll — practical courses based on the material are now being offered and direct assistance is being extended to communities in transition to help achieve sustainable rural development.

Since 1989, the University School of Rural Planning and Development has offered community training courses to community representatives, government agencies and others. In 1991, the school was one of several institutions to submit a proposal to the federal government to formally design such training material.

The school's successful bid resulted in a 14-month research project and a package program — now widely used throughout Canada — that provides training to small and disadvantaged communities for economic development and strategic planning.

"The training material we developed is front and centre when it comes to issues of community development," says training project member Prof. Harry Cummings.

After finishing that part of the project, the researchers decided to take a leading role in teaching and delivering the material. With an overall training package created, the resource could be adapted to fit specific communities.

"Our basic approach is to hold discussions with representatives from a community, then select the appropriate training and resource materials for that community," says Cummings. "Almost 90 per cent of the material we use comes from existing information, and the rest is developed specifically for that community." The result is a customized training manual designed for a particular community.

More general instruction is also available. Last summer, Cummings and several colleagues, working in co-operation with Centralia College, offered two courses for people involved in community economic development. Participants included members of the federal and provincial governments, private consultants and community representatives such as development officers and planners. Two more courses were offered on campus this spring; both were filled to capacity.

"It demonstrates that there continues to be increased interest in community economic development," Cummings says.

That interest has led community representatives to seek assistance from the U of G team. He and his colleagues, including project director Prof. David Douglas, student/consultant Heather Ross and Profs. Wayne Caldwell, Tony Fuller and John FitzSimons, have been involved in training projects in the bilingual town of Hearst, Ont., with the Ontario Training and Advisory Board, and in native communities on the north shore of Lake Huron. Much of this work has been done in collaboration with Continuing Education.

The group's knowledge and resources also lead to spin-offs beyond the main targets of the program. Last year, representatives of the Stratford-based Women and Rural Economic Development program attended the courses offered at Guelph and commissioned graduate students Karen Landman, Cathy Plosz and Heather Waite to help them design a booklet.

Cummings says the success of the Community Futures Training Project is an example of a "win-win situation. A project instigated for a specific purpose can also have broader applications. The University has been involved in community work for a long time; this is part of a continuum, taking into account changing needs." ❐

John Bryden, left, editor of *Towards Sustainable Rural Communities*, celebrates the launching of the book with Profs. Nora Cebotarev, Sociology and Anthropology; Richard Phidd, Political Studies; and Vernon Thomas, Zoology. They were among the Guelph faculty who contributed to the book.

Photo by Margaret Boyd, University Communications

Seminars on sustainable rural communities form basis of book

Towards Sustainable Rural Communities, a book based on a series of seminars held in Guelph earlier this year, was officially launched last week.

The launch was also the setting for the announcement of a new PhD program and the establishment of the Rural Communities Council. College of Social Science dean David Knight, designated dean for the council and the PhD program, will oversee the co-ordination of doctoral-level teaching and research in rural sustainable communities. The PhD will have four areas of concentration:

- environment and sustainability;
- social structure and processes;
- human resource development; and
- sustainable rural economic development.

The book, published in English and French by the University School of Rural Planning and Development (USRP&D), includes chapters by academics and others from Canada, the United States and the United Kingdom, including U of G professors Nora Cebotarev, Sociology and Anthropology; Tony Fuller and George Penfold, USRP&D; Vernon Thomas, Zoology; and Richard Phidd, Political Studies. It also includes a prologue by OAC dean Rob McLaughlin and an epilogue by Knight.

The book is an eclectic group of papers, says John Bryden, an honorary professor at the University of Aberdeen, Scotland, who was the 1994 Winegard Visiting Professor in both OAC and the College of Social Science. Bryden organized the seminar series and edited the book, with assistance from Lisa Leblanc and Craig Teal of USRP&D.

Since 1981, Bryden has been program director of the non-profit Arkleton Trust of Scotland, which studies new approaches to rural development and education and aims to improve communication in rural development.

"The goal of the book is to stimulate discussion of the numerous facets of sustainable rural communities," he says. "One can't get away from sustainability. What do people do? How do they behave? How do they treat each other? How do they treat the soil, air, water? What kind of vision do they have for the future? How do material values balance with other values? Life is about this." ❐

Study monitors effects of gender, minority status on wages

by Margaret Boyd
University Communications

A U of G study of labor-market disadvantages of females and visible minorities has found that most wage disparities cannot be explained by the productivity attributes of the relevant groups.

One summary measure of labor-market performance is the wage rate commanded in the marketplace. The study compared wages of white males, white females, visible-minority males and visible-minority females using 1989 Statistics Canada data. The average hourly wage was $14.73 for white males, $11.33 for white females, $12.48 for visible-minority males and $10.97 for visible-minority females.

It's tempting, but not necessarily accurate, to attribute these differentials to discrimination, say Profs. Louis Christofides and Robert Swidinsky, Economics. They analysed these wage discrepancies using procedures that decompose the observed differential for each comparison group into a component explained by differences in endowments of productivity attributes (age, education, experience, tenure, etc.) and a component attributable to different compensation for each of these productivity-related factors.

It is this latter "unexplained" component that may be more justifiably associated with labor-market discrimination against a particular gender-visible minority group, say the researchers. At the very least, this methodology focuses attention on "unexplained" data attributes that may, with further work, be better understood and resolved.

Most studies of wage discrimination in Canada have focused on gender, although four groups — females, visible minorities, aboriginals and people with disabilities — have been designated as disadvantaged in labor, says Swidinsky. One strength of the Guelph study is that it focuses on gender and visible-minority status and takes into account disability, he says.

"A large component of the observed wage differentials of these diverse groups cannot be explained by different endowments of productivity-related characteristics."

The study found that only 30 per cent of the average wage discrepancy between white males and minority females can be explained by differences in productivity-related factors. Seventy per cent of the observed differential is due to different compensation levels for these factors, especially immigrant status, says Swidinsky. Visible-minority women are heavily penalized if they are foreign-born and are often found in low-paying jobs even if they're well-educated, he says.

Only 25 per cent of wage discrepancies between white males and white females could be explained by productivity differences. In the unexplained component, marital status is the most important factor, enhancing the earnings of white males considerably more than those of white females.

A comparison of the wages of white males and visible-minority males yields a 24-percent explainable difference. The most prevalent factor in the unexplained component is the lower compensation for education accorded to visible-minority males.

Because visible-minority males are disproportionately foreign-born, it can be presumed that many have received their schooling outside Canada, says Swidinsky. It is conceivable that an education received abroad does not have the same market value as one acquired in Canada, thereby resolving this puzzle, he says.

Only 10 per cent of wage differentials between minority males and females, and almost none of the differential between white and minority females, can be explained by different endowments of productivity-related factors.

Because pay equity focuses on only one of the four groups identified as disadvantaged in the labor market, namely females, it may not be the most comprehensive way to address such discrimination, says Swidinsky. Employment equity is more encompassing and could have a much bigger impact, he says.

"Pay equity doesn't do much for minority males, and it probably has a minimal effect on minority females, many of whom are segregated into low-wage establishments and industries."

It should be noted that visible minorities are not homogeneous. There are many variations among the visible-minority groups analysed, with some being more disadvantaged than others. This makes it difficult to develop a fair policy, Swidinsky says. "When you try to manipulate the labor market, you run into all sorts of complexities." ❐

Educational program targets harassment, discrimination

by Maurice Oishi
University Communications

U of G is joining forces with three other Ontario postsecondary institutions to create a $250,000 educational program for the Ministry of Education and Training aimed at creating a harassment- and discrimination-free environment.

The project, a joint effort with Wilfrid Laurier University and Georgian and Humber colleges, will offer four different approaches to anti-harassment and discrimination. The final program will be distributed to all Ontario colleges and universities for use by administrators, staff, faculty and students.

Bringing the four models together in one package improves the likelihood that they'll be adopted by the institutions, says Janet Kaufman, former director of U of G's Employment and Educational Equity Office. "People have different learning styles. We hope that one of these models will be adaptable for them and their particular styles."

U of G will contribute the educational drama approach, which was introduced to campus through the Wellness Centre's resource session at the START '93 summer orientation program.

In it, actors present participants with a scenario that involves harassment or discrimination. The actors in the conflict express their side of the issue, then remain in character to discuss the scenario with the audience. A facilitator monitors the discussion to ensure safety and to avoid backlash. (See story below.)

Georgian College will contribute its progressive case-study method, which involves presenting cases of discrimination and harassment to participants. With the aid of a facilitator, they come to grips with what the issues are, how the situations were viewed by those involved and how to approach a resolution.

A cultural-immersion model was developed by the Anishnawbe Training and Education Circle and Georgian College. It tries to address cultural misunderstandings by bringing participants to a round table. This model has been used to develop and implement an educational plan that incorporates traditional native ways of teaching with technological and generic educational skills used in contemporary Canadian society.

Wilfrid Laurier has developed a theatrical mask model. It uses creative and symbolic masks to allow participants to enter into different scenarios and explore the experiences of others involved.

The finished project, expected to be completed by March 1995, will include a videotape of how the models are used at the home institutions and resource material discussing the use and possible pitfalls of each model. It will be presented to key university leaders at a two-day workshop early next year.

The 20-member advisory team includes Kaufman and a number of other Guelph representatives: Carm De Santis of the Wellness Centre; Sly Castaldi, sexual assault education co-ordinator; Pat Hock, former sexual harassment adviser; Prof. Loraleigh Keashly, Psychology; Don McIntosh of Teaching Support Services; Marlene Pfaff, student wellness educator; Prof. Alan Filewod, Drama; Louise Stuart, provincial co-ordinator of the Campaign for Equal Families; and lawyer T. Sher Singh. ❑

Acting troupe gets to the heart of the matter

There's nothing like a little drama to get the brain and heart working. That's the premise behind U of G's Wellness Education Training Troupe (WETT).

The year-old troupe of volunteer performers uses educational social action theatre to engage their audience's emotions as well as their ideas on topical issues. "We try to get the audience involved, but we don't offer judgments," says WETT co-ordinator Carm De Santis of the Wellness Centre.

The current troupe of eight actors presents scenarios or monologues on issues such as sexual assault, alcohol awareness and homosexuality. After the short one-act dramas, the actors remain in character and field questions from the audience. De Santis and student wellness educator Marlene Pfaff serve as facilitators.

"Every time the characters recite their lines, it's the same, but where the discussion goes, that's up to the audience," says De Santis. The troupe aims to get across as many points and ideas as possible from the perspective of an individual involved in the scenario.

The audience may be watching passively, but the goal is to get them to empathize with the characters, to raise questions like "How would it feel for someone to hold you against your will?" Turning questions back on the questioner is how WETT tries to dispel myths. De Santis notes that for the facilitators, it's important not to allow the discussion to digress into male-bashing and victim-blaming sessions. Still, the facilitator has to let these issues arise to bring them into the light, she says.

To date, more than 2,000 students have seen one of WETT's productions. At the end of each performance, De Santis distributes a questionnaire and a list of local resources. The feedback has been encouraging, she says. "Every student group that has seen us has called us back in. It's a challenging but non-threatening way to educate on these issues."

Although WETT presentations have been well received by students, administrators who've attended have been more reserved participants in the discussions, says De Santis. Nonetheless, she's encouraged by the response she gets from them after the presentations.

De Santis helped introduce the educational drama approach to U of G through her undergraduate thesis. The initial success of the program led to its inclusion at all subsequent START and orientation programs and its presentation at conferences, including the international Guelph Sexuality Conference. It has also been presented to the York Board of Education and student groups across campus. ❑

SAFETY WATCH

Editor's note: This is the first in e series on campus safety provided by Security Services. It eims to inform the campus community about personal safety and law enforcement.

by Robin Begin

Here's an example of how victims of a crime came to their own aid.

On Sept. 24, shortly after 2 a.m., a male and female student were robbed at knifepoint in the field near the corner of College Street and Edinburgh Road. The female student was ordered to remove her clothing and was fondled by the assailant. She talked her assailant into putting the knife down, at which point she grabbed it and threw it into the field.

The assailant tried to run away, pursued by the students. With the help of motorists, the pair caught the assailant and held him until police arrived.

First, credit the woman for unfailing calm under incredible duress. She disarmed her assailant without putting herself or her companion at risk.

Second, the incident shows that the buddy system works. Yes, the crime still occurred. But by walking together, the students were able to catch the suspect and may have reduced the severity of the crime.

If you are walking on campus at night, always walk in tandem or use Safe Walk, the student-run volunteer program that will accompany you anywhere on campus. The service is available to staff, faculty and students nightly from 7 p.m. to 1:30 a.m. After 1:30 a.m., Campus Police are available to escort you on campus. For either service, call Ext. 2245.

Last, the police were called right after the incident. Too often, people wait days or even weeks before contacting the police. Time is critical when trying to obtain evidence or witnesses.

We can't take our safety for granted. U of G is a safe campus, but as individuals, we can work to make it safer for everyone.

Robin Begin is the community liaison officer for Security Services.

It's full STEAAM ahead

Members of STEAAM (Students Together Educating About Alcohol Management) hoist a flag in front of the University Centre es part of Alcohol Awareness Week. From left ere student Kathy Airness; Nancy Chambers, Risk end Insurance Management; Anisse Jones, Central Student Association; Bonny Steuernol, Graduate Students' Lounge; student Amanda Barnes; Robin Begin, Security Services; and Marlene Pfaff and Carm De Santis, Wellness Centre. The flag is sponsored by Lindsey Morden Claim Services Limited and Johnson & Higgins Limited. Photo by Maurice Oishi

Campus awareness days focus on bisexual, gay and lesbian issues

Bisexual, Gay and Lesbian Awareness Days (BGLAD) from Oct. 31 to Nov. 4 provide an opportunity for people to celebrate their sexuality. The following events are scheduled:

Oct. 31

- Reinterpretations of classical South Asian dance begin at noon in the University Centre courtyard.
- "Bisexuality/Biphobia: What Is It?" is the topic of a discussion of the myths and misconceptions of bisexuality from 2 p.m. to 5 p.m. in UC 442.

Nov. 1

- "Making the Links," a participatory anti-oppression workshop making the connection between all the "isms," runs from 1 to 3 p.m. in the OTAS lounge.
- "Why Not Heterosexual Awareness Days?" is a session designed to challenge people's perspective on sexuality and the privilege of heterosexuality. It begins at 7 p.m. in Peter Clark Hall.
- "Same-Sex Couples Should Have the Right to Adopt" is the topic of a debate at 8 p.m. in Room 103 of the University Centre.

Nov. 2

- The educational drama *Let's Talk About Sex* will be staged at 6 p.m. in the Eccles Centre and 7:30 p.m. in Lambton Hall.
- "Lesbophobia and Lesbian Invisibility" is a discussion of the hidden reality of lesbian invisibility from 2 to 5 p.m. in the OTAS lounge.

Nov. 3

- Show your support and wear blue jeans.
- *RESPECT*, an educational drama, begins at 3 p.m. in the Eccles Centre.

Nov. 4

- A discussion of "Queer Culture" runs from 2 to 5 p.m. in UC 103.
- "Making the Links Part 2: What Now?" is an action-oriented wrap-up discussion of BGLAD from noon to 2 p.m. in the OTAS lounge.

A dance is planned for the evening. For more information, call 836-4550. ❑

WORLD AT

Cameroon faculty study marketing

Feculty from Dschang University in Cameroon spent three weeks on campus learning, in part, how to develop and market an independenl-sludy course on tropical agricullure. Discussing marketing material are, front row from left, Florence Fonte of Dschang and Bill Culp and Pat Shever of Independent Study/OAC ACCESS. In back row are Reuben Njwe, Jennifer Sumner of Independent Study/OAC ACCESS, Ayissi Mbala and Isaac Tchouamo. Photo by Maurice Oishi

India education program first outside Europe

Senate gave the nod last month to an India semester, the first U of G international education program outside Europe.

A trial run of the India semester is being planned for fall 1995, says Prof. O.P. Dwivedi, Political Studies. The program will take a minimum of 15 students, who can be from any program or college on campus, to study at Rajasthan University in Jaipur.

Dwivedi says he initiated the program not only in response to student requests, but also because Guelph's existing semester-abroad programs are all European-based.

"Euro-centred programs give us an exclusionary perspective on other cultures," he says. "We live in a multicultural society, so we need to strive for a broad mix of cultural experiences by promoting international opportunities other than European-based."

The India semester will give students a chance to gain cultural experiences far removed from their own, he says.

Despite differences in amenities available in India, students will have access to good medical facilities in Jaipur that have a long-standing relationship with the medical faculty at the University of Calgary.

The city of Jaipur has a twinning arrangement with Calgary, and Rajasthan University has ties to Canada through the Shastri Indo-Canadian Institute. This will ensure a steady stream of books and publications from Canada.

Dwivedi says the program will operate on a cost-recovery basis. With anticipated administrative costs of about $18,000, he expects that tuition from 15 to 20 students would make the program feasible. He notes that the cost of mounting a study-abroad program in India is far less than the cost of the London or Paris semester.

Final implementation of the India program depends on funding approval from the Vice-President's Advisory Council.

India semester courses will be taught by faculty from Rajasthan University and the program director. Classroom instruction will be in English, but students will have a chance to learn the local language.

They will also take a field research course and will be required to write a report based on their first-hand observations of a development project.

"Students will learn more outside the classroom than in it through interaction with the local people and projects there," Dwivedi says.

Some Canadians have a Hollywood impression of India, he says. "This will be an opportunity for our students to see the land of *Gandhi* and contrast it with *City of Joy*. Only by visiting there can they find out for themselves." ❐

Illiteracy overlooked in rural Costa Rica, USRP&D study finds

by Leigh Funston
Office of Research

When it comes to adult literacy, appearances can be deceiving.

That's what graduate student Carol Ann Stuckless and Profs. Tony Fuller and Harry Cummings, University School of Rural Planning and Development, found when they conducted a study of rural adult literacy and community development social programs in Costa Rica. They came to an alarming conclusion: a nation's literacy level is sometimes much lower than it is perceived to be.

"My initial research on literacy programs led me to believe that Costa Rica had a fairly high level of literacy," says Stuckless. Official figures estimate the literacy level to be as high as 93 per cent. That turned out to be a false image.

In fact, as many as 30 per cent of the people may be illiterate, especially in rural areas, she says.

According to Stuckless, this literacy myth is due largely to the fact that surveys of the Costa Rican population have not been conducted regularly, mainly because a national census is expensive. As a result, thousands of people — particularly those most likely to be illiterate — have been statistically ignored.

In particular, remote and indigenous communities have been overlooked, as have the thousands of refugees who flow into the country from El Salvador and Nicaragua every year.

The lack of recognition of the literacy problem prevents Costa Rica from receiving foreign aid to help solve it, she says.

For her field work, Stuckless developed a model to assess existing literacy programs in Costa Rica. The three rural literacy and community development programs that she focused on were conducted by the Ministry of Education, the United Nations High Commission for Refugees and ALFASIC (a Spanish acronym meaning Literacy and Integrated Community Development), a Christian missionary organization.

Her assessment of each was based on an evaluation of skills learned, content design and co-ordination of the programs.

Based on the conclusions drawn from the study, Stuckless's major recommendation for improving the literacy programs was for the programs to combine strengths through inter-agency sharing.

Until she suggested it, there had been no engineered co-operation between the different programs.

Showing that it would cost nothing to pool resources and expertise, she demonstrated the benefits of inter-agency activity. Through workshops and sharing reading and writing materials for target populations, Stuckless says each program can reach optimum effectiveness, she says.

"It was a thrilling experience to be part of the impetus for information and resource sharing between these programs," says Stuckless. "They were very happy to have the suggestions because up until now, their problems have been largely ignored and never publicized."

This research was sponsored by the Canadian International Development Agency. ❐

University management on Philippine agenda

Representatives of Philippine universities came to U of G last week to talk about the Canadian approach to university management. Speaking with president Mordechai Rozanski, left, are delegates from the University of the Philippines — president Emil Javier, second from left, and chancellor Dr. Perla Santo Ocampo. Second from right is Dr. Cherlie Ocampo of Phillipine General Hospital.

Photo by Maurice Oishi, University Communications

T GUELPH

PhD student Hisham Deif examines samples of orabanche, a parasitic plant that devastates crops in the Middle East and North Africa. Photo by Trina Koster, Office of Research

DNA fingerprinting nips plant criminals in the bud

by Leigh Funston
Office of Research

DNA fingerprinting has become an invaluable tool for identifying and apprehending criminals, but what can you do when the culprit is a parasitic plant? Exactly the same thing, says a U of G-based researcher.

Hisham Deif, a PhD student and assistant lecturer in botany and microbiology at the University of Alexandria in Egypt, is working with Prof. Peter Pauls, Crop Science, to put the finger on a villain called orabanche. It's a parasitic plant responsible for the devastation of economically important food crops such as fava beans, tomatoes, cauliflower, cabbage, carrots and potatoes in the Middle East and North Africa.

Orabanche attaches to the roots of the host plant, depriving it of the nutrients essential for growth. Affected crops are either severely stunted or destroyed. Herbicides specific to the parasite have not been identified, and the only known way to control the plant is to spot it and weed it out by hand before it significantly damages the host.

But that's difficult because there are several species and varieties of the parasite.

That's where state-of-the-art DNA fingerprinting techniques — and Pauls's knowledge of its application in plants — comes in. His laboratory has made extensive use of the technique to characterize a variety of crop species.

"The need to develop keys for the identification of the parasitic plants is essential for developing ways to control the problem," says Deif. "Using DNA technology may enable us to accurately determine the identity and spread of the orabanche disease. Then we are in a position to plan control strategies."

The techniques used to identify orabanche are the same as those used to characterize the DNA in a blood sample. Taking samples of the various orabanche species, Deif is examining the genetic composition of the different forms of the plants to assess the amount of variation in and between the species.

Each DNA fingerprint is obtained by multiplying small sections of genetic material from each plant. The resulting pieces of DNA are separated according to their size by driving them through a porous matrix with an electric current — a process called electrophoresis. The patterns that result look like the bar codes on consumer products.

Each bar code is characteristic of an individual plant. By building up a computer file that lists all the variations among bar codes for individuals, researchers can develop a reference for distinguishing between populations and species.

Within the five species of orabanche, there are numerous variations. The difficulty in identifying the various types lies in the fact that each can take on a different appearance depending on the crop environment it grows in.

"The different types may be genetically identical but physiologically different," says Pauls. "An identification based on DNA characteristics is beneficial because it is much less ambiguous."

The research is sponsored by the Embassy of the Arab Republic of Egypt, which provides funding for PhD work abroad. ❐

Environmentalists win support for partnership

The U.S. Information Agency (USIA) has awarded $120,000 U.S. to U of G, the University of Wisconsin-Madison and the University of Guadalajara in Mexico to launch a faculty/staff partnership in environmental sciences and policy.

Called the Partnership for Environmental Stewardship, the new program aims to enhance the training of future environmental scholars through collaborative graduate training programs, research and service activities at the three universities.

In the short term, research will focus on understanding the land-water interface and managing protected areas, says Prof. Mike Moss, associate dean of the Faculty of Environmental Sciences and co-director of the partnership.

The joint submission to the USIA grew out of discussions between Wisconsin and Guelph on an exchange agreement for the two institutions, says Moss. (Several Wisconsin undergraduates are now enrolled at U of G on this exchange, and three Guelph students are at Wisconsin). Because Wisconsin already had an agreement with the University of Guadalajara, it was the logical third partner in the proposal, he says.

Guelph now has an exchange agreement with Guadalajara as well, says Moss, and the new funding should support exchanges that will provide students with field and research experience.

The environmental partnership was the only one of 18 submissions to receive an award in the USIA competition. It was supported at Guelph by 22 faculty in biological and social science areas across campus, Moss says.

Co-directors of the program are Tom Yuill, director of Wisconsin's Institute for Environmental Studies, and Eduardo Santana, chair of Guadalajara's new department of applied ecology. ❐

Hopper lecture Nov. 1

Gerald Helleiner, an international development economist at the University of Toronto, will give the 1994 Hopper Lecture on International Development Nov. 1 at 7 p.m. in War Memorial Hall. His topic is "Poverty in the South: Northern Responsibilities." Everyone is welcome to attend.

A graduate of the University of Toronto and Yale, Helleiner has served as a consultant for various international development bodies, including the World Bank, the UN Centre and the Brandt Commission.

He is currently chair of the North-South Institute and the International Food Policy Research Institute.

He is the author of numerous publications, including the book *For Good or Evil, Economic Theory and North-South Negotiations.*

This is the second annual Hopper lecture. The International Development Research Centre (IDRC) established the lectureship in the name of the IDRC's first president, David Hopper, to help Canadians better understand issues in international development. Hopper has had a distinguished career in international development with organizations such as the Rockefeller Foundation and the World Bank. He is also a former professor of agricultural economics at Guelph.

While on campus, Helleiner will meet formally and informally with faculty, student groups and others. To arrange a meeting, call the Centre for International Programs at Ext. 3958. ❐

POSTCARDS

- Prof. **Susan Lollis**, Family Studies, presented a poster workshop on "Family Interaction and the Socialization of Moral Orientation" at a meeting of the International Society for the Study of Behavioral Development in Amsterdam this summer.
- Prof. **Ray Hathorn**, French Studies, presented a paper on "Le Phénomène théâtral de Michel Tremblay" at the Christian Albrecht Universität in Germany.
- Prof. **François Paré**, French Studies, spoke on "The Community and Its Margin: A Parallel Reflection on Gaelic Poetry in Ireland and Minority Francophone Counter-Culture in Canada" at a meeting of the Association of Canadian Studies in Ireland.
- Prof. **Jim Shute**, director of the Centre for International Programs, recently visited seven universities in Australia and Singapore to consolidate links with U of G, particularly in support of student exchanges. In Perth, he gave a paper on "University Networks in International Co-operation" at a UNESCO-sponsored international conference on international networking. U of G expects to place its first exchange/study-abroad students in Australia and Singapore in January 1995.

Shute also participated in a collaborative activities workshop in Ottawa, along with Susan Turner, Sociology and Anthropology. The workshop is part of an International Development Research Centre study of international development studies in Canadian universities. ❐

Senate supports realignment of registrar's responsibilities

Continued from page 1

should be open to the most qualified person, one senator said.

Recommendation 3 dealing with enrolment issues in recruitment, liaison and admissions has been referred to a Board of Undergraduate Studies subcommittee (BUGS) and to the Secondary School Liaison Committee, said MacDonald.

Prof. Jim Mottin, Psychology, noted that goals for designated groups, including women, may not be appropriate at U of G because in some programs, the minority clearly runs the other way. He suggested that this section be rewritten because the goal is to have balance.

Steps have already been taken to address Recommendation 4 dealing with retention and support. MacDonald noted that a resource centre recently opened on campus for persons of color.

Mottin drew attention to one of the recommendations in this section that says Student Affairs, in conjunction with the academic VP, should seek ways for students to receive academic credit for being involved in co-curricular activities. This should apply to all student activities, but should not be imbedded in this document, said Stephen Cracknell, chair of Student Senate Caucus.

On Recommendation 5, dealing with curricular inclusiveness and the library, acting chief librarian Ron McKinnon said the library is reviewing these recommendations and will soon forward a number of suggestions to the Senate Library Committee.

Recommendation 6 on employment equity in recruitment and selection and promotion and tenure has been referred to the Joint Faculty Policies Committee. Prof. Susan Pfeiffer, associate dean of graduate studies, said the University should not introduce another formal identification for people of color. "It is hoped that we will move towards a color-blind society," she added.

Hilliker noted that it may not be possible to fill all vacancies with people of color or aboriginal persons if there are not suitably qualified candidates. The University wants to hire the best person qualified, said Prof. John Barta, Pathology.

U of G needs to become involved in more affirmative graduate programs and more affirmative liaison and admission programs, said Wood. If there are no qualified people in a specific discipline, the approach should not be to ignore it, but to try and encourage women into that discipline, she said.

"It may be that departments will have to work harder at finding these applicants or maybe wait longer before hiring."

In terms of Recommendation 7, dealing with discrimination and harassment, MacDonald said the report of the human rights working group recommends including these activities under one umbrella with one office and one complaint procedure.

Recommendation 8, dealing with the audit of programs and services, has been referred to BUGS. An Office of Student Affairs education subcommittee was formed three months ago to deal with Recommendation 9 on education and training. There was no discussion on Recommendation 10 dealing with accountability.

Review of administration

In other business, Senate received for information a Senate Committee on University Planning (SCUP) report on the review of the central administration. Two senior administrative positions would be eliminated if all the recommendations are implemented.

The academic governing body endorsed a recommendation that the associate vice-president, academic, take on the responsibilities of the registrar under a title change to associate VP, academic, and registrar, effective once the current registrar retires in February 1995.

Mottin and Prof. Sandy Middleton, Zoology, among others, noted the multiple roles assigned to the new position and expressed concern that the job is too big. Mottin said there should be a future opportunity to review the effectiveness of this change.

MacDonald responded that the associate VP, academic, and registrar would be responsible for the reporting function of units under this position; day-to-day operations would be carried out by existing staff, including the four assistant registrars.

"If this doesn't work, then we will have to come back and try again," he said.

CPES dean Iain Campbell asked who would have responsibility for arranging convocation ceremonies. Prof. Carlton Gyles, Veterinary Microbiology and Immunology, co-chair of the review committee, said a staff member would hold this responsibility as in the past.

Senate referred back to SCUP a recommendation that the Office of Research and Graduate Studies be merged under a single officer reporting to the provost and VP, academic.

The title of the position would be vice-president, research, and dean of graduate studies.

This person would be responsible for developing and implementing policy; day-to-day management would be carried out by senior officers in Graduate Studies and the Office of Research. If required, a second half-time associate dean of graduate studies would be appointed.

The dean of graduate studies steps down in July 1995, and the term of the current VP, research, ends the same year.

Prof. Alun Joseph, Geography, chair of the Board of Graduate Studies (BGS), and Wood, chair of the Research Board, said members of both boards would like more time to consider this proposal at joint meetings and to consult with faculty and graduate students.

The president established a committee last May to review the central administration and advise on changes that might enhance efficiency and effectiveness.

Co-chaired by Gyles and Doug Dodds, vice-chair of Board of Governors; the committee consists of Barbara Abercromhie of the Office of the President; Ron Elmslie of Computing and Communications Services (CCS); Prof. Ann Gibbins, Animal and Poultry Science; College of Arts dean Carole Stewart; MacDonald; and Rozanski.

Last month, Senate approved the first of the review committee's recommendations that affect academic matters. It supported the role and title change of the VP, academic, to provost and VP, academic.

This change indicates that the person in this position is the principal adviser to the president on all academic affairs and has prime responsibility for academic planning and leadership in academic operations. The current VP, academic, retires next August.

The report recommends no change to the position of associate vice-president, student affairs. The committee says the incumbent should review the functions of offices reporting to this position because of early retirements and proposals for integrating responsibilities.

CCS should continue to report to the provost and VP, academic, the committee says.

The report also recommends changing the role and title of the VP, administration. The person holding this position would supervise finance and budget matters as well as all units that already report to this position, including the Real Estate Division. The new title of the position would be vice-president, finance and administration.

The current VP retires in December. The search is on to fill this position and is expected to be completed by the end of next month.

Financial and Administrative Services has already taken on additional responsibilities involving the treasury, risk management and pension investments. The report recommends that the title of the director of Financial and Administrative Services be changed to assistant vice-president, finance. This would reflect the incumbent's function as primary financial officer advising the VP, finance and administration, and the president.

The internal auditor should continue to report to the president, says the report, but should work with the VP, finance and administration, on day-to-day functions.

No change is recommended to the position of vice-president, University affairs and development. An external search continues for this position.

In the Office of the President, the report recommends that the title of director of the office be changed to executive assistant to the president, effective January 1995.

It's also recommended that the Student Environment Study Group and Institutional Analysis and Planning be merged. The new unit will continue to report to the president and be available to work with the provost and VP, academic, and with the associate VP, student affairs.

A separate working group has made recommendations on the University's organization for human rights to the president. It's expected that a search for the vacant position of director of human rights (formerly the director of employment and educational equity), reporting to the president, will begin in the near future.

Selection committee

Senate was informed of the membership of the selection committee for provost and VP, academic. The slate is as follows: Rozanski; Campbell; Elmslie; Prof. Ken Kasha, Crop Science; Prof. Mike Matthews, Psychology; graduate student Dale Dickinson, Molecular Biology and Genetics; undergraduate student Laura Beattie; and Tanya Lonsdale, vice-chair of Board of Governors.

Policy on South Africa

Senate approved a recommendation from its Committee on International Activities (SCIA) that U of G's policy on South Africa be abolished. SCIA made the recommendations in light of the changes in South Africa and the Canadian government's withdrawal of all restrictions.

President's Scholarships

Senate received for information the names of people who have endowed five President's Scholarships. They are Cecil and Ingrid Franklin, Charles Humphrey, Jack Longstaff, Burt Matthews and Lillian Usher Stewart.

Academic misconduct

Senate also received an executive committee report on academic misconduct. In 1993/94, 69 cases of academic misconduct were referred to college deans. This is up significantly from 1992/93, when 19 cases were considered.

Of the 69 cases, 59 students were judged guilty and 10 were not guilty. The majority were penalized with loss of marks, but there were also seven official warnings, three debarments and two expulsions.

OAC had the largest number of cases — 25. This was followed by the College of Arts with 15, FACS with 14, CBS with nine and the College of Social Science with six. CPES and OVC had no cases of academic misconduct.

Several senators commented on the increase in cheating. OAC dean Rob McLaughlin said the rise in his college reflects faculty awareness of academic misconduct and their vigilance in curbing it.

Prof. Bill Hughes, Philosophy, chair of Senate's executive committee, said publicity is needed to draw faculty and student attention to the policy, procedures and penalties for academic misconduct.

OCGS appraisals

BGS presented to Senate the results of eight appraisals of Guelph graduate programs by the Ontario Council on Graduate Studies.

In periodic appraisals, the M.Sc./M.Agr./PhD in food science, MA/M.Sc./PhD in geography, MA in political studies, M.Sc./PhD in population medicine, D.V.Sc. in veterinary science and the Guelph/McMaster collaborative MA in public policy and administration were considered good quality and approved to continue.

In standard appraisals of new programs, the PhD in rural studies and the Guelph/Wilfrid Laurier/Waterloo joint PhD program in history were approved to begin. ❐

Nominations sought for John Bell Award

The Senate office is accepting nominations for the John Bell Award, which recognizes outstanding contributions to education at U of G. The award is named for the late professor John Bell, a faculty member at Guelph from 1972 to 1987 and a former chair of the Department of Languages and Literatures.

The award recognizes individual faculty who have made outstanding contributions in course and curriculum design and who have shown educational leadership.

Nominations may be made by students, faculty or alumni and must include full supporting documentation that clearly recognizes the criteria of the award. Nominations must be received by the secretary of Senate by Dec. 23. ❐

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Research associate Bob Gensemer samples the insects in en experimental pond set up to study the effects of creosote-treated wood.
Photo by Margaret Boyd, University Communications

Natural battery neutralizes acid

by Margaret Boyd
University Communications

Acid waters draining out of metal mines are a major environmental problem in many parts of the world, but especially in Northern Ontario.

At the Sherman Mine in Temagami, a two-kilometre-long pit is full of water at a pH of three, the acidity of lemon juice. When this was brought to the attention of Prof. Ward Chesworth, Land Resource Science, his reaction was: "What can you do with a quarry full of battery acid better than turning it into a battery?"

Chesworth and Gene Shelp, a geological consultant who received part of his training at Guelph, approached Dofasco, former owners of Sherman Mine, with the idea. They argued that they could convert the pit and its surroundings into a battery that would gradually run down, lose its acidity and become environmentally safe.

Dofasco liked the proposal and provided start-up funds of about $100,000, so Shelp began the work that would prove the idea was feasible.

He and Chesworth connected the iron sulphide ore body at Sherman Mine by means of electrical leads to plates of scrap iron submerged in the acid waters of the pit. An electrical potential was created and a weak current flowed. They kept the battery running for nine months.

Meanwhile, they studied the effects of this setup in the laboratory, using a scale model of the pit and ore body. They clearly showed that the electrical cell or battery was capable of bringing the water's pH up to the pH of natural rainwater (5.6), an obviously safe value environmentally.

Since completing his PhD on this topic, Shelp has received a fellowship from the Natural Sciences and Engineering Research Council (NSERC).

The two scientists are now expanding their research to investigate ways their ideas can be applied to tailings ponds — large depressions where a slurry of fine rock wastes is dumped. These ponds contain sulphide minerals with the potential to generate the same level of acidity as the Sherman Mine. Chesworth and Shelp believe their electrochemical "battery" treatment can be adapted to this new situation.

Shelp, who is interested in treating this problem by using bacteria, has begun a lab study in which mine wastes have been interlayered with organic material in a series of cylindrical columns. The organic materials, specifically peat and wood wastes, serve as a substrate for sulphur-reducing bacteria.

Using different configurations of mine tailings and organic materials and different water-table levels, the experiment will determine the best system for dealing with mine waste.

The purpose of the two-year experiment is to lower the oxidation states of the mine wastes. It is similar to composting, except it operates in an anaerobic system instead of an aerobic one.

This project has received a two-year grant from the Northern Ontario Development Association. Chesworth and Shelp have also received support from the Ministry of Mines and Northern Affairs, the University Research Incentive Fund, NSERC and Dofasco, which they credit for getting their research off the ground. ❐

Creosote-treated wood studied for toxicity in water

by Mergaret Boyd
University Communications

The effects of creosote-treated wood on aquatic plants, invertebrates and fish are being studied in a major project at Guelph.

Creosote is a distillate of coal tar, 80 per cent of which is made up of polynuclear aromatic hydrocarbons (PAH), which are associated with tumors and other biological responses in fish.

Commonly used as a preservative before the advent of pressure-treated lumber, creosote is still used for bridges, marine docks, railway ties and telephone poles. It's known to be toxic, but as a wood preservative, it has excellent resistance to water, insects and abrasion.

The effects of creosote on aquatic species and the environment are unknown, says research associate Bob Gensemer, supervisor of the project. Creosote treatment facilities, where spills can occur, are a cause for concern, he says.

In addition, old creosote-treated wood, such as railway ties, often ends up in landfill sites.

The Guelph study will induce toxic effects in plant and fish species by exposing them to different doses of liquid creosote and creosote-treated wood.

The study involves 30 pools of water that are 12 cubic metres in diameter and one metre in depth. They are stocked identically with fish, macrophytes, aquatic algae and epiphytes, and will be exposed to natural rainfall and weather conditions. Located at the Guelph Turfgrass Institute, the pools are constructed of steel and concrete, with liners made from food-grade PVC.

This large-scale project involves a team of eight researchers, as well as aquatic toxicologists from across Ontario and from the Canadian Centre for Inland Waters.

Previous studies have looked at certain effects of PAH, notably the kinetics of PAH accumulation, metabolism and excretion and mechanism of toxicity, and tumors in fish associated with creosote deposits.

"These studies are all based on correlations and subject to bias due to fish movements, season, fish community structure, ecosystem productivity and the presence of contaminants from other sources," says Prof. Keith Solomon, director of the Centre for Toxicology.

"We will be mimicking actual sites as closely as possible, while giving sufficiently high concentrations of creosote to measure toxicity," he says.

In the final stage of the project, bioindicators selected for their applicability to a range of organisms and their robustness against environmental factors will be studied under field conditions at contaminated sites.

The project is being funded by Environment Canada. ❐

Female, male therapists differ in approach to family counselling

by Margaret Boyd
University Communications

A study that looked at effective interventions for men in family therapy found some interesting differences between male and female therapists.

The interactive study of 23 female and 13 male selected "experts" in marriage and family therapy — with professionally demonstrated gender-awareness and a minimum of five years' experience as clinicians — examined useful techniques and ideas for family therapy that includes men. The U of G study was based on family therapy that did not involve men who had been abusive in the relationship.

"There is a tendency for men to be reluctant to attend family counselling sessions," says Anna Dienhart, a family studies graduate student who conducted the study. "Research has historically shown the prevalence of women seeking therapeutic assistance far outweighs the number of men."

The most significant gender difference was in the emphasis put on men's emotional awareness and expression.

Female therapists in this research put primary importance on the idea that men have to share responsibility for change in the family. They did not favor the idea of working with men's emotions and emotional expressions as a primary focus in therapy. They preferred to raise issues of power and larger cultural notions of stereotypical attitudes for men and women, says Dienhart.

Male therapists agreed that issues of power and sharing responsibility were important, but believed that inviting men to share their emotional awareness and explore the shaping of their emotional experience contributes to therapeutic efficacy. For male therapists in this research group, such emotional awareness was seen as an important point of departure for doing other work.

The initial ideas presented in the survey were generated by this panel of "expert" family therapists organized by Dienhart, then sent back to the participants for comment. The study's goal was to create a profile of what therapy could and should do with men.

Only 40 per cent of the ideas presented were agreed on by all therapists. But this doesn't mean that 60 per cent of the ideas were ineffective, she says.

"It raises questions about the science of therapy and the art of therapy. It also raises the question: are we trapped in our stereotypical notions about stereotypical attitudes? This has yet to be researched."

Dienhart is now doing a study on men's new roles in raising children and doing day-to-day family and household maintenance.

"Demographical, statistical research shows women have entered en masse into the workforce, and studies on work/family show a more gradual shift in men's sharing in the daily routines in the home environment," she notes.

Dienhart's current research focuses on families in which the man has taken on full and active participation in all aspects of family life. ❐

Symposium to explore family resource programs

A symposium on family resource programs will run on campus Nov. 11 and 12, focusing on community-based resource programs and the role they play in promoting health and well-being.

"Family Resource Programs: New Approaches to Family Support" will provide an opportunity to exchange ideas, explore alternatives and develop new approaches to support Canada's families. It is sponsored by the Department of Family Studies, with funding from the Alma Mater Fund and the Children's Bureau of Health Canada.

The symposium opens Nov. 11 at 9:30 a.m. with Douglas Powell of Purdue University describing the U.S. experience in developing family resource programs. A panel discussion of the Canadian experience will follow with Michael Bach of York University, Irene Kyle of the Canadian Association of Toy Libraries and Parent Resource Programs, and John Lord of the Centre for Research and Education in Human Services.

Other speakers will focus on the provincial program Better Beginnings, Better Futures, the federal program Brighter Futures, and U.S. and Canadian experiences in translating principles to practice. ❐

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NOTICES

Graduate Studies meeting

The Faculty of Graduate Studies will hold its annual meeting Nov. 2 from 3:10 to 4:30 p.m. in Room 103 of the University Centre. Discussion will focus on a proposal to amalgamate Graduate Studies and the Office of Research. Academic vice-president Jack MacDonald will make a presentation on the academic administration review.

CSB deadline nears

Oct. 28 is the deadline for applications to purchase compound-interest Canada Savings Bonds through payroll deduction. Anyone who purchased 1993 bonds can pick them up from Human Resources between Oct. 26 and Nov. 4. Identification must be shown. For more information, call Ext. 3374.

Gilmor Award

The deadline to submit nominations for the R.P. Gilmor Student Life Award is Oct. 28 at noon. The award recognizes an individual or group that has enhanced the quality of student life on campus. Send nominations to Student Affairs on Level 4 of the University Centre.

Musically speaking

The Wellington Winds ensemble of brass, woodwind and percussion musicians presents "Return to Lothlorien" Nov. 27 in Cambridge and Dec. 4 in Kitchener. For information and tickets, call 519-623-8318.

Xmas open house

Guelph Museums will stage its annual Christmas open house and marketplace Nov. 20 from noon to 4 p.m. at the Guelph Civic Museum. Admission is free.

Women's self-defence

The Women's Resource Centre will run a wen-do self-defence course focusing on the specific safety issues of lesbian and bisexual women Nov. 12 and 13. For more details, call Ext. 8559 or drop by Room 107 of the University Centre.

Watercolors on show

An exhibition of watercolors by Vickie Martin will be on display at the University Club on Level 5 of the University from Oct. 31 to Dec. 2.

Fairs to remember

Career Services is staging an educational opportunities fair and an MBA fair Nov. 1 in the University Centre courtyard. The educational fair will feature information on opportunities at various institutions from 10:30 a.m. to 1 p.m. The MBA fair runs from 2:30 to 5:30 p.m.

McCrae history

John Prescott, author of *In Flanders Field: The Story of John McCrae*, discusses the Guelph poet Nov. 1 at 8 p.m. at St. Andrew's Church. The event is hosted by the Guelph Historical Society.

Authors to read

Writers Matt Cohen, Cynthia Holz, John Metcalf and Russell Smith will read from their works Nov. 4 at 8 p.m. in the University Club. Tickets are $10 general, $6 for students, at the UC box office. All proceeds go to *Carousel* magazine.

At the museum

The Wellington County Museum and Archives presents its Family and Local History Fair Nov. 6 from noon to 4 p.m. Admission is $1 for adults, $2 for a family. On Nov. 19, the museum offers an "Evening in Aboriginal Canada" with food and music. The evening marks the opening of the exhibit "Power of Place" by native artists. Tickets are $20 general, $18 for members. Call 846-0916 for information or reservations.

Fantasy on stage

The Not So Grand Players perform the musical fantasy *Santa's Spectacles* Nov. 30 and Dec. 1 to 3 at the Theatre on the Grand. Tickets are $5 at the theatre and at Pond's Camera in Guelph. Proceeds go to local charities. Food donations are also welcome. ❐

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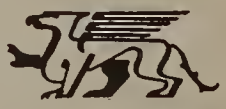
Student athletes honored for academic achievement

Twenty-six U of G students have been named to the Royal Bank's Academic All-Canadians honor roll for 1993/94. These students maintained an academic average of 80 per cent or higher while representing the University as varsity athletes.

Nine swimmers were named to the honor roll — Grant Bolger, Kara Bowman, Sarah Callaghan, Bradley Digweed, Jeremiah Hudacin, Kirby Kalfbleisch, Jeff Krar, Brendon Larson and Denise Watt.

The list also included six basketball players — Kristi Adamo, Christian Baldauf, Diana Herrington, Sue-Anne Lee, Monique Muller, and Erik Otto.



Others named to the honor roll were track-and-field team members Anne Ellis and Allison Black; soccer players Lynne Forsyth, Adrienne Lipson and David Humphreys; field hockey team members Claire Grasly and Eva Thompson; football player Ian McQueen; and cross-country team members Neil Manson, Michelle Jackman and Brian Lindsay. ❐

JOBS

As of *At Guelph* deadline Oct. 21, the following opportunities were available:

Building Mechanic 1, Building Environmental Systems. Salary range: $15.05 an hour job rate, probation rate $.20 lower than job rate.

Building Mechanic 4, Building Environmental Systems. Salary range: $18.15 an hour job rate, probation rate $.20 lower.

Secretary, Hospitality and Retail Services. Reposted from Sept. 7/94. Salary range: $13.17 minimum, $16.46 job rate.

It is the University's policy to give prior consideration to on-campus applicants. To determine the availability of University employment opportunities, visit Human Resources on Level 5 of the University Centre or call 836-4900. ❐

CLASSIFIEDS

FOR RENT

Furnished spacious bedroom in family home, available immediately for female, Speedvale/Victoria area, shared bathroom and kitchen, laundry, parking, no pets, $300 a month inclusive, 822-9577 afternoons.

FOR SALE

1991 Volkswagen turbo diesel, four-door, five-speed, air, tilt steering, cruise, power steering and brakes, 77,000 km, excellent condition, certified, 519-893-7816.

Macintosh Classic, four-MB ram, 40-MB hard disk, software, manuals; letter-quality WriteImpact printer, 360 by 180 dpi, 822-2343.

Rockston maple dry sink; IBM-compatible computer, monitor, keyboard and modem; four-piece white wicker set; three-piece Laurentian luggage set, champagne beige; double and single bed; white desk; TV/stereo wall unit, Lynn, Ext. 5004 or 822-1113.

Selmer SA-80 tenor saxophone with Dukoff (7) mouthpiece, extras included, firm price, serious calls only, 824-9556.

Kitchen table and four chairs, desk, twin mattress and box spring, Ext. 6943 or 822-1479 after 4:30 p.m.

Hardwood bunkbeds with mattresses, color television, area rug, desks, chairs, plants, books, miscellaneous items, Doug, Ext. 3721/3740, or Jean, 763-5573.

Whitmore two-horse trailer, Bill, Ext. 2255 or e-mail bszk@wright.aps.uoguelph.ca.

FOR SALE

Two-bedroom two-storey deluxe timeshare on lake in Deerhurst, Huntsville, one week in May; Sealion boat trailer, galvinized, 3,500-pound capacity, 15-inch wheels, roller beds, built-on dolly wheel, new spare tire and winch cable, excellent condition, Michael, Ext. 8739 or 846-8151

Microwave, good condition, 822-8701 after 5 p.m.

WANTED

Bar fridge, slightly used, good condition, Amy, 767-2420.

Wall Disney classics *Cinderella* and *The Little Mermaid*, Martina, Ext. 3374 or 836-8566.

Used beginner's set of woman's or junior man's golf clubs and/or golf bag, leave message at 822-5336.

LOST AND FOUND

Man's top coat taken by mistake at retirees' luncheon; my coat has a tan lining, 822-3926.

Classifieds is a free service available to staff, faculty, students and alumni of the University. Items must be submitted in writing by Wednesday at noon to Linda Graham on Level 4 of the University Centre or fax to 824-7962. For more information, call Ext. 8581.

CALENDAR

THURSDAY, OCT. 27

Pathology Seminar - Graduate student Malcolm Gaines considers "The Effect of Angiotensin Converting Enzyme Inhibitor on the Development of Samoyed Hereditary Glomerulonephritis" at 11:10 a.m. in Pathology 2152.

Concert - The Department of Music presents a free concert featuring tenor Glyn Evans and pianist Alison MacNeill at noon in MacKinnon 107.

Pathology Seminar - Paul Townsend of the University of Birmingham, England, talks about "Assessment of Pain and Distress in Laboratory Animals" at 12:10 p.m. in OVC 2152.

Lecture - Campus Ministry and Harcourt United Church sponsor a talk by John Veltri of Ignatius College on "Gays and Lesbians Have Family Values, Too" at 7:30 p.m. in Thombrough 100.

FRIDAY, OCT. 28

Nutritional Sciences Seminar - Dominique Garrel of Hotel-Dieu Hospital in Montreal asks "Is There a Defect in the Thermic Effect of Food in Obesity?" at 11:10 a.m. in Animal Science/Nutrition 141.

Biomedical Sciences Seminar - Graduate student Carole Galligan discusses "Effects of IL-8 on Bovine Neutrophil Function" at 12:10 p.m. in OVC 1642.

Cycling Club - A 25- to 35-kilometre off-road ride leaves from the UC south doors at 5 p.m.

SUNDAY, OCT. 30

Cycling Club - A 37-km novice ride to Cambridge and a 35- to 55-km off-road ride leave from the UC south doors at 10 a.m.

Arboretum - Witches, scarecrows, forest nymphs and wise old owls will guide you through storytelling, mystery solving and a hike through the haunted forest. The walk leaves from the nature centre at 2 p.m.

MONDAY, OCT. 31

Applied Human Nutrition Seminar - "An Evaluation of the Nutrition Component of the

Tenor Glyn Evans performs at a noon-hour concert Oct. 27.

Brant, Haldimand-Norfolk Heart Health Project's FIT Kit" is the focus of graduate student Elizabeth Heeney at 2:10 p.m. in FACS 201.

TUESDAY, NOV. 1

Women's Studies Seminar - "Consensual Relationships Between Faculty and Students: Are They Possible?" is the topic of graduate student Nicole Molnar and Prof. Rick Yada, Food Science, at noon in MacKinnon 235.

Our World - Valerie Baron discusses "World Experience in the Development Sector: Pakistan" at noon in UC 442.

HAFA Seminar - Graduate student Uschi Geschke looks at "Hotel Sales and Negotiations" at 1:10 p.m. in FACS 233.

Mathematics and Statistics Seminar - Peter Hall of the Australian National University discusses "Statistical Estimation of Fractal Dimension" at 3:10 p.m. in MacNaughton 201.

Physics Seminar - "Neutral Current Detectors for the Sudbury Neutrino Observatory" is the topic of Prof. Robin Ollerhead at 4 p.m. in MacNaughton 113.

Hopper Lecture - Toronto economist Gerald Helleiner discusses "Poverty in the South: Northern Responsibilities" at 7 p.m. in War Memorial Hall.

WEDNESDAY, NOV. 2

Sociology and Anthropology Seminar - Prof. Ken Menzies examines "Social Policies for a Sustainable Environment" at 12:10 p.m. in MacKinnon 904.

THURSDAY, NOV. 3

Concert - The Department of Music presents a free concert featuring pianist Lennart Rabes at noon in MacKinnon 107.

Drama - The one-woman play *Haunted by God: The Life of Dorothy Day* begins at 7:30 p.m. in lower Massey Hall.

FRIDAY, NOV. 4

Crop Science Symposium - "Pasture Science: Issues and Development" is the topic of a two-day symposium in the UC. For more information, call Prof. Ann Clark, Ext. 2508.

Nutritional Sciences Seminar - Prof. Terry Graham, Human Biology, considers "Caffeine and Metabolism During Exercise" at 11:10 a.m. in Animal Science/Nutrition 141.

Biomedical Sciences Seminar - Graduate student Rabin de la Fuente talks about "Differential Staining of Trophectoderm and ICM Cells in Mammalian Embryos: A Chemical Approach" at noon in OVC 1642.

Evolution/Systematics Seminar - "Biology and Conservation of Giant Pandas" is the topic of Devra Kleiman of the Smithsonian Institution at 3:10 p.m. in Axelrod 259.

Arboretum - A hike to the nature reserve to view different habitats and interesting wildlife leaves from the nature centre at 2 p.m.

MONDAY, NOV. 7

HAFA Seminar - Janet Poppendieck of Hunter College discusses "Emergency Food: Reinventing Charity" at 12:10 p.m. in Landscape Architecture 204. The seminar is held in conjunction with the division of applied human nutrition in the Department of Family Studies.

WORSHIP

Roman Catholic Eucharist is celebrated Sundays at 10:10 a.m. in Thornbrough 100.

The Open Door Church (Anglican/United/Presbyterian) runs Sundays at 7 p.m. in UC 533.

Care of the Soul, a Thursday session of prayer and music, begins at 12:10 p.m. in UC 533.

Womanspirit, a spirituality circle open to all women, runs Fridays at 12:10 p.m. in UC 533.

"800 Years of Religious Music in 30 Minutes" is the theme of a musical service led by Tim Corbett Oct. 30 at 10:30 a.m. at the Guelph Unitarian Fellowship at Harris Street and York Road.

Multifaith calendar

In Jainism, Nov. 2 is Dipavali, celebrating the attainment of Moksa by Lord Mahavira.

On Nov. 3, the Festival of Lights is celebrated throughout India. In Hinduism, it is dedicated to the Goddess Kali in Bengal and to Lakshmi, the Goddess of Wealth, in the rest of India. For Sikhs, it commemorates the return of the sixth Guru to the holy city of Amritsar after his release form detention. On Nov. 5, Sikhs celebrate the Installation of Holy Scriptures as Guru.

In the Baha'i faith, Nov. 4 is Qudrat, the 13th month of the year.

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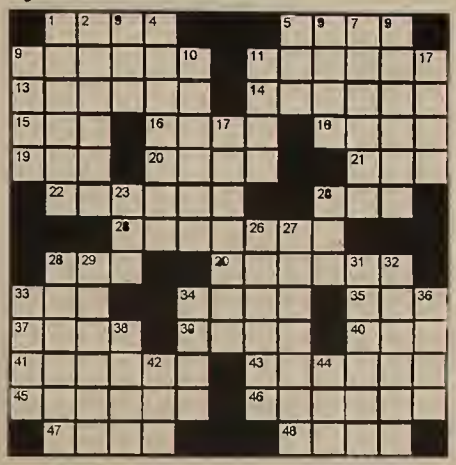

ACROSS

1. French legume
5. Terror
9. Looking glass
11. War plane
13. Italian cheese
14. Imitation gold
15. Glazed frost
16. Delighted
18. Collier's entrance
19. Boy Scout group
20. Not well
21. Ogee shape
22. Thoroughfare
24. Pulverized lava
25. Takes into custody
28. "Tarzan" character
30. Brought up
33. Take sustenance
34. Scope part
35. Firearm group
37. At one's ___ end
39. Bouquet
40. Upper part
41. In high spirits
43. Tax collector
45. Tape recorder function
46. Stair posts
47. Three feet
48. Falsehoods

DOWN

1. The Fishes
2. High quality pearl
3. Lyricist Gershwin
4. More waterlogged
5. In favor of
6. Poet Lazarus
7. Dwelling places
8. Appetizing flavor
9. Unmarried girl
10. Tumbler pigeon
11. Kind of guard
12. Repetitious routines
17. Transformed
23. Dancer Bolger
24. Stubborn animal
26. Spacious room
27. Male hawk
28. Castle wall
29. Home of the Senators
31. Admission
32. Talks nonsense
33. Vase-shaped pitcher
34. "Sweeney ___" (musical)
36. Sacred bull
38. Be active
42. Discontinue
44. Light beginning

For crossword solution, see page 2.

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BRIGHTSIDE FINANCIAL SERVICES INC.

The campus United Way appeal continues to pick up speed — the total has now surpassed the $100,000 mark. Joining together to head up the effort are, back row from left, Janet Wardlaw of the U of G Retirees' Association, Lesley Isaacs of the Central Student Association, president Mordechai Rozanski, campus campaign co-chair Chuck Cunningham of the Registrar's Office, Trish Welker of Alumni Affairs and Dave Copp of Athletics. In front are co-chair Denna Benn of Animal-Care Services and Guelph-Waterloo campaign chair Dennis Grimm. The car in the background is one of several vintage vehicles provided for the launch of the campus campaign by the Death family of Rockwood, the Geddes family of Fergus and George Robinson of Research Station Operations.
Photo by Mary Oickleson, University Communications

United Way draw winners announced

The campus United Way staged its second draw Oct. 19 and awarded the following prizes:

- A car wash, grease job and oil change from Vehicle Services — Bruno Fejer, Mathematics and Statistics.
- Double-room accommodation for two for a weekend in residence in the summer of '95, courtesy of Student Housing — Jennifer Hamilton, Registrar's Office.
- Five prizes of two-litre containers of ice cream from the Department of Food Science — Alex Goody, Registrar's Office; Mary Beverley-Burton, Zoology; Shahnaz Negi, Development; Jan Williams, Human Resources; and retiree Jean McDonald.
- Three pairs of tickets to the Royal City Musical Productions show *Annie*, courtesy of Lois Lamble, Economics — John Barta, Pathology, and retiree Winifred Fletcher.
- A boxed set of Student Resources T-shirts provided by the Counselling and Student Resource Centre — Sue Lawrenson, Alumni Affairs.
- Two prizes of U of G ball caps from Hospitality and Retail Services — Bob Auger, Registrar's Office, and retiree Bernard McSherry.
- A framed U of G "horse" poster, courtesy of the chief librarian's office — Lois Thompson, Registrar's Office.
- Book on the U of G art collection from Alumni Affairs — Catherine Novosad, Environmental Health and Safety.
- Two prizes of 35-pound bags of Hill's Science Diet Canine Custom Care Light Dog Kibble from Animal-Care Services — Mary Ann Robinson of the U of G Library and Jane Hare of the Registrar's Office.
- Two prizes of 24-can cases of Hill's Science Diet Mixit Meat for dogs or cats from Animal-Care Services — Jayne Evans, Human Resources, and Keith Betteridge, Biomedical Sciences.
- An Ecuadorean hand-woven shoulder bag from the Campus Pharmacy — Don MacLaurin, HAFA.

A charity casino night will be held Oct. 31 in Peter Clark Hall. Doors open at 8 p.m. Tickets are $6 at the door, $5 in advance at the Central Student Association.❐

University Centre to celebrate 20 years

The University Centre has been the main street of campus for 20 years. Come celebrate its anniversary Nov. 2 to 4.

Events will include the cutting of a giant birthday cake Nov. 3 by president Mordechai Rozanski and Bill Winegard, who was president of U of G at the time of the building's opening. Central Student Association spokesperson Lesley Isaacs and University Centre board member David Ogden will also be on hand for the event, which begins at noon in the University Centre courtyard.

Emphasizing fun and the 1970s, the anniversary celebrations will also look back to the days before video arcades. A three-day pinball tournament will take place in the UC games room. Centre Six will also participate with 20-cent coffee and drinks. Hospitality Services staff will be resplendent in their '70s best.

On the bill Nov. 4 are a spaghetti-eating contest and a disco days dance at the Brass Taps.

Think you can throw a sponge disc through a car window for $500 for tuition? How about from across the UC courtyard? Wayne Pitman Ford is donating the prize — you pay 25 cents a toss for the United Way. The contest runs all three days.

The anniversary will also feature a raffle for a trip to Australia. Tickets are $2 each or three for $5, with proceeds going to the United Way.

For more information, call Marty Williams at Ext. 2896. ❐

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38th Year

AT GUELPH

Total to date: $120,688

Volume 38 No. 1 | University of Guelph, Guelph, Ontario | November 2, 1994

FIRST GLANCE

Up, up and away

The campus appeal for United Way reached $120,688 Oct. 28, an increase of more than $20,000 over last year's total at this time.

Campus co-chair Chuck Cunningham, assistant registrar for liaison, says he's "cautiously optimistic" that the $170,000 goal will be reached. "We still have $50,000 to go, and it's always harder to bring in the last dollars." He urges anyone who hasn't yet filled out a pledge card or made a cash donation to do so.

Several units have already reached their goals: Physical Resources, Registrar's Office, U of G Retirees' Association, Financial and Administrative Services and Human Resources.

In aid of the campus appeal, Continuing Education has been provided with a number of rooms at Ottawa's Westin Hotel for Dec. 2 and 3. U of G faculty and staff can reserve a room by donating $50 to the United Way between now and Nov. 11. Bring your cheque to Room 157 of Johnston Hall. For details, call Remo Petrongolo, Ext. 3064.

For details on upcoming draws and campus fund-raising events, call the UW hotline at Ext. 8800.

Inside:

Rehiring takes collegial approach 3

Growth rooms work the graveyard shift 3

Fitness buffs need more nutrition facts 5

Ozone scare as real as ever 8

Thought for the week

When I want your opinion, I'll give it to you.

Laurence J. Peter

DOWNTOWN GUELPH

They're tops in their class!

Seven faculty were honored by the U of G Faculty Association last week with 1994 distinguished professor and special merit awards. From left are Profs. Catharine Wilson, History; Ross Hallett, Physics; Phil Sweeny, Microbiology; Robert Keates, Chemistry and Biochemistry; Ron Hinch, Sociology and Anthropology; Steven Cronshaw, Psychology; and Tom Michaels, Crop Science. The special merit awards went to Hinch and Hallett. This was the third distinguished professor award for Sweeny, who recently retired after 25 years with the University.

Photo by Maurice Olshi, University Communications

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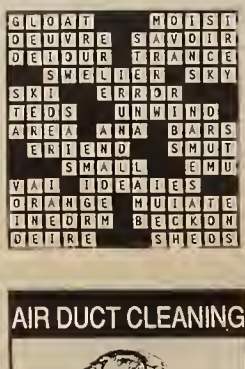

PEOPLE

Prof. **Gauri Mittal**, Engineering, received the Membro Benemerito Award from the Colombian Association of Food Engineers at its annual conference in Bogota last month. The award recognizes Mittal's outstanding worldwide contributions to the food engineering profession. This is the association's highest award and has only been awarded once in the last six years. Mittal also delivered two keynote addresses at the conference.

Prof. **Catherine Kerrigan**, English, was a plenary speaker at Yale University's Robert Louis Stevenson Centenary Conference in October. The title of her paper was "Stevenson's Last Two Works: *Weir of Hermiston* and *The Ebb-Tide*.

Prof. **Hans Bakker**, Sociology and Anthropology, spoke on "Epistemological Foundations of Gandhi's Interpretation of the Bhagavad Gita" at a conference on "Non-Violence in a Violent World: A Gandhian Response" last month in California. Sponsored by California State University and the Gandhi Peace Project, the conference was held on the 125th anniversary of Majatma Gandhi's birth.

Bakker is the Guelph co-ordinator for the August 1995 Gandhi Peace Project, an international commemoration of the 50th anniversary of Hiroshima. The project is aimed at promoting awareness of non-violent solutions to conflict resolution ❐

Retirees adopt new membership policy

Higher visibility will be a welcome effect of a large jump in the membership of the U of G Retirees' Association, says retired associate academic vice-president Janet Wardlaw, who became president of the association in June.

At its annual meeting, the association adopted a new policy that makes all U of G retirees and the spouses of deceased retirees members. This is a departure from the old policy, in which retirees became members on payment of an annual $10 fee. With the open plan, all members are asked to pay a $10 administrative fee. Five hundred have responded so far — a big jump from the approximately 170 who paid fees under the old system.

Janet Werdlaw

Understandably, pensions are a major concern for the retirees. Association members are involved in the campus consultative process, with two representatives sitting on the Advisory Committee on Pensions and Benefits, one on the Board of Governors Pensions and Benefits Committee and one on the Pension Reform Implementation Group.

The retirees will continue their ties in other areas with the University through their liaison committee. Association vice-president Murray MacGregor, past president Bob Logan, John Hurst and Margaret Hauser will voice issues of concern to retirees to Trish Walker of Alumni Affairs, Dale Lockie of Pension Investments and Vic Reimer of Human Resources, but will also discuss with them ways that retirees can help the University. ❐

PUBLICATIONS

"Advocates Versus Researchers: A False Dichotomy? A Feminist, Social Constructionist Response to Jacobson," an article by Prof. Judith Myers Avis, Family Studies, appeared in *Family Process* 33.

Profs. Dana Paramskas and Alain Thomas, French Studies, are authors of "Computers and Language Learning in Canada: Where Do We Stand?" The article was published in *Terminalagy Update* 26. Thomas also wrote "La prononciation du français dans le Moyen-Nord ontarien," which appeared in *Francaphonies d'Amérique* 4.

Prof. Kerry Daly, Family Studies, and Michael Sobol, Psychology, are the authors of several recent publications: "Public and Private Adoption: A Comparison of Service and Accessibility" in *Family Relations* 43, "Canadian Adoption Statistics: 1981-91" in the *Jaurnal af Marriage and the Family* 56, and "Adoption in Canada" in *Canadian Sacial Trends* 32.

Daly is also author of "Adolescent Perceptions of Adoption: Implications for Resolving an Unplanned Pregnancy," which appeared in *Yauth and Saciety* 25; "Using Qualitative Methods to Study Families" in the fourth edition of *The Psychosacial Interior af the Family*; and "Reshaping Fatherhood: Finding the Models" in *Fatherhaad: Cantemparary Theory, Research and Sacial Palicy*.

Prof. François Paré, French Studies, is author of "L'institution littéraire franco-ontarienne et son rapport à la construction identitaire des Franco-Ontariens," published in *La questian identitaire au Canada francaphone*.

"Effects of Supplemental Chromium on Antibody Responses of Newly Weaned Feedlot Calves to Immunization with Infectious Bovine Rhinotracheitis and Parainfluenza 3 Virus," an article by graduate student Jeanne Burton and Prof. Bonnie Mallard, Veterinary Microbiology and Immunology, and Prof. David Mowat, Animal and Poultry Science, appeared in *Canadian Journal af Veterinary Research* 58.

VMI graduate student Glenn Soltes and Prof. Janet MacInnes are authors of "Regulation of Gene Expression by the HlyX Protein of *Actinabacillus Pleuropneumaniae*," which appeared in *Microbialagy* 140.

"The Meaning of Occupational Prestige Scores: A Social Psychological Analysis and Interpretation," by Prof. Neil MacKinnon, Sociology and Anthropology, and Tom Langford of the University of Calgary appeared in *Sacialagical Quarterly* 35.

MacKinnon is also co-author with Profs. Judy Sheeska and Donna Woolcott, Family Studies, of "Social Cognitive Theory as a Framework to Explain Intentions to Practise Healthy Eating Practices," which appeared in the *Jaurnal of Applied Sacial Psychalagy* 23.

Profs. Michael Haywood and Jim Pickworth, HAFA, wrote "Human Resource Management in Canada," which was published in *Human Resources in Taurism: Internatianal Perspectives*. ❐

GRAD NEWS

The final oral examnation of **Roman Poterski**, an M.Sc. candidate in the Department of Biomedical Sciences, is Nov. 7 at 9 a.m. in Room 1642 of the Biomedical Sciences Building. The thesis is "Haemodynamic Effects of Central Interleukin-1 Beta in Anesthetized Mice." The adviser is Prof. Alastair Summerlee.

Interested members of the University community are invited to attend. ❐

Clarification

In the Oct. 19 issue of *At Guelph*, the list of members of the Strategic-Planning Commission's committee to assess performance evaluation and orientation/retraining for faculty and staff should have included Andre Auger, director of the Counselling and Student Resource Centre. ❐

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Executive editor: Sandra Webster, Ext. 3864.
Editor: Barbara Chance, Ext. 6580. **Writer:** Meurice Oishi, Ext. 2592.
Advertising co-ordinator: Vicki Gojanovich, Ext. 6690.
Production: Linda Grahem, Ext. 6581.

Editoriel edvisory boerd: Prof. Don MacLaurin, HAFA; Prof. David Sweyne, Computing end Informetion Science; Prof. Suzy Leke, Fine Art; Prof. Ann Oaks, Botany; Sheila Trainer; David Hull, U of G Library, Jane Watt, Human Resources; Jim Rahn, Veterinary Teaching Hospital; Prof. Bram Cedsby, Economics; Prof. Praveen Saxene, Horticultural Science; David Ogden, Centrel Student Association; Eleine Power, Graduate Students' Association; end Guelph lewyer Robin-Lee Norris.

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Please Recycle

How do you spell re-leaf?

However you spell it, the autumn leaves are once again down for the count. Er, make that countless. Not pulling any punches in his attempt to KO these leaves on Winegard Walk is Harley Gray of Grounds on a front-mounted broom. Twenty-five years ago, it took 36 people hand raking for six weeks to clear the campus of leaves. Today, it takes six people on machines about three weeks.

Photo by Maurice Oishi, University Communications

Rehiring committee takes collegial tack

U of G has introduced a consultative approach to its rehiring practices. A seven-person committee, established Sept. 1 by the president, is reviewing all unit and college requests to refill the vacant positions of full-time regular faculty and staff that have arisen from the special early retirement plan (SERP) and normal attrition.

The hiring review committee consists of academic vice-president Jack MacDonald; administrative vice-president Charles Ferguson; research vice-president Larry Milligan; CPES dean Iain Campbell; Prof. Donna Woolcott, chair of the Department of Family Studies, representing the Senate Committee on University Planning; and Diane Boyd of the Library and Gerry Bos of Computing and Communications Services, both representing the Strategic-Planning Commission.

All deans and directors are preparing multi-year staff plans to respond to SERP vacancies and normal retirements through to May 1996. Under the new procedure, they must apply to the respective VP to refill vacant staff and faculty positions on a regular full-time basis. The VP will review the requests, then take them to the hiring review committee. The committee will assess the merits of each request and make a recommendation to the president. Every position to be filled on a regular full-time basis will be approved by the president.

Previously, all requests to fill a vacant position were dealt with by the two VPs in consultation with Human Resources.

Ferguson says the new procedure is a unique way to involve members of the University in the full-time replacement decision-making process.

"We need to look at all vacancies in the light of the board-mandated budget requirements," he says, "and this is a collegial way to make recommendations on how to best manage our vacancies."

To date, the committee has met twice and plans to meet every three weeks. It has already reviewed year-one requests in the three-year staffing plan for Physical Resources. The committee's recommendations have been forwarded to the president.

Ferguson says the committee has been looking at essential services such as safety and security, but has now begun to review requests from all other areas.

The hiring review committee is separate from the staff redevelopment committee chaired by Milligan. That committee is responsible for finding alternative positions for staff who were made redundant because of reorganization. There are currently five employees temporarily assigned while they await permanent placement. ❐

Growth rooms on graveyard shift to cut down on electricity costs

by Maurice Oishi
University Communications

For some plants in the Department of Crop Science, the sun rises just in time for the six o'clock evening news and sets before morning coffee break.

The electric suns — the banks of lights that illuminate plants in some of the growth cabinets and rooms — have had their light cycle altered, turning the plants in the Department of Crop Science into nocturnal creatures. It's not a Halloween prank gone awry — it's an effort to cut back on the University's electric bill.

The formula used by Guelph Hydro to tabulate U of G's bill charges a premium rate for electricity used during daylight hours, when use is at a peak, says Dan MacLachlan, head of Utilities/Controls in Physical Resources. Diverting the energy demand to other times of the day saves the University money, even without reducing consumption.

In the case of the Department of Crop Science, switching five of the 11 growth rooms and several of the dozens of growth chambers to a graveyard shift could save $75,000 a year, MacLachlan says.

Some high-traffic growth areas that are in constant use for experimental treatments and harvesting can't reasonably be shifted from a daytime light cycle, says department chair Dave Hume. But lights in five growth rooms and about a dozen cabinets now go on at 5:45 p.m. and shut down at 9:45 a.m.

Switching the light cycle also changes the work habits of students and technicians, says Hume. "Where we're using facilities for simply growing the plants or vernalizing them — giving them a cold treatment — then it's practical." As for the staff and students who have to check or treat these plants, "most come in early in the morning or do their work in the growth rooms first," he says.

"We're asking the supervisor of every new project in a growth cabinet to accommodate this new growth cycle if they can," he says.

The Physical Resources Energy Conservation Committee, which instigated the change in growth areas, and the Engineering Department continues to seek out and install other measures to save or recover money and energy, says MacLachlan. In 1993/94, waste heat from exhaust vents in the Pathology Building and Creelman Hall would have gone out the vents except for energy-recovery measures that trap the heat for use elsewhere. These projects — plus retrofitting high-wattage exit lights to low-energy high-output tubes in various buildings — costing a total of $185,000, will pay for themselves in three years, he says.

The University is also looking to install a new automated control system to improve the quality of work and living environments while monitoring building energy consumption.

Still, the best way to pare down U of G's $5.5-million-a-year electric bill is for people to turn off lights, computers and other equipment when they're not in use, MacLachlan says. ❐

Royal Winter Fair exhibit to focus on ground water

"Water and You" is the theme of U of G's exhibit at the Royal Agricultural Winter Fair Nov. 8 to 19.

The exhibit, staged with the Waterloo Centre for Ground-Water Research, will highlight all aspects of ground water and offer hands-on activities and educational materials. The exhibit will be staffed by educational assistants from the Royal Winter Fair, OAC students and U of G staff.

The display will feature four different stations on ground water. One entitled "The Royal Flush" will profile the toilet and the water use involved. Another will look at water use in everyday activities. The other two stations will focus on aquifers and on pumps and their components.

Sponsored jointly by U of G, Knob Hill Farms and the Royal Winter Fair, the exhibit will be located on Knob Hill Lane in the Coliseum. ❐

Personal ethics drive perceptions of politicians

by Maurice Oishi
University Communications

Canadians judge their politicians using the same standards they use to judge their own conduct, says Prof. Maureen Mancuso, Political Studies.

"When you ask what shapes people's evaluations of politicians, it comes down to their own personal ethics," says Mancuso, who recently completed a pilot project probing the differences between the public's and politicians' private and public ethics.

Media sketches of a cynical electorate increasingly wary of politicians and their antics were borne out by the survey study, she says. Many respondents were skeptical when they heard the questionnaire was about politics, but "once they realized it was about corruption, they stopped and said: 'Wow, this is interesting.' People had strong opinions."

Devised by a team that also included York and McMaster University researchers, the survey was conducted by phone with residents of Guelph and the Syracuse, N.Y., area. Respondents were presented with hypothetical scenarios — each outlining a possible ethical breach by a politician, a business person or a private citizen — and asked to rate them in terms of acceptability.

People on both sides of the border were willing to tolerate — even smile on — business people or politicians using their influence to help friends or relatives find jobs or help indirectly with business ventures. At the other extreme, the least likely ways for politicians to curry favor with their constituents was to accept kickbacks or lie to the public.

Similarities between Americans and Canadians aside, Canadian respondents bore out their stereotype as law-abiding citizens relatively more tolerant of the indiscretions of their elected officials. Canadians, for example, were more tolerant than their U.S. counterparts of a politician lying about a public issue. (Overall, Canadians also had more tolerant attitudes on issues of personal morals).

Scandals involving lying politicians are part of the common American folklore, says Mancuso. "But Americans aren't getting used to it; they're up in arms about it. Canadians are more deferential. We tend to give (elected officials) the benefit of the doubt."

The pilot project demonstrated the effectiveness of the questionnaire, she says. She hopes to expand the study to a national scope and specifically examine the attitudes of such groups as politicians, journalists, lawyers and business executives.

If project funding can be arranged, the next phase will examine how homogenous these groups are and whether their perspective is consistent with those of the public at large

The study is timely. The federal government recently named an ethics counsellor and has begun to act on election promises to develop more stringent guidelines for lobbyists and to strengthen the conflict-of-interest code for cabinet ministers.

"If there's a big difference in attitudes (between the elected and the electorate), we know that something has to be done," says Mancuso. "And this study is a tool that politicians can use. Right now, they don't have a clue about how the public perceives their actions." ❐

Upcoming deadlines in the Office of Research

Nov. 15 is the deadline to submit applications for Medical Research Council (MRC) fellowships and the joint MRC/Muscular Dystrophy Association postdoctoral and clinical fellowships.

Due Nov. 23 are applications for:

- Canadian Federation of University Women fellowships and awards for university graduates.
- Lady Davis Fellowship Trust fellowships and visiting professorships in all disciplines, tenable at the Hebrew University or the Technion.

Nov. 25 is the deadline to apply for:

- Ontario Mental Health Foundation fellowships.
- Institute of Chemical Science and Technology seed grants.
- Forestry Canada/NSERC Research Partnerships Support Program.
- Canadian Diabetes Association grants-in-aid, fellowships and scholarships.
- Canadian Fitness and Lifestyle Research Institute grants.
- Japan Foundation grants and fellowships to learn more about Japan and its people and to conduct research or pursue creative projects in Japan.
- University of Edinburgh Institute for Advanced Studies in the Humanities visiting research fellowships.
- Imperial Oil Limited university research grants.

Applications are due Nov. 30 for:

- Calgary Institute for the Humanities senior research fellowships.
- Agriculture Canada/NSERC Research Partnerships Support Program.

Dec. 1 is the deadline to apply for NSERC's international fellowships for non-Canadians from foreign institutions to spend up to two years at a Canadian university.

Dec. 8 is the deadline to apply for Canadian Red Cross Society project grants and major equipment grants, and External Affairs awards for France. ❐

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BOOKS

Rural Ontario more ethnocentric than city areas, anthropologist finds

by Margaret Boyd
University Communications

It's been said you can never go home. But anthropology professor Stanley Barrett did. And the result is a book called *Paradise — Class, Commuters and Ethnicity in Rural Ontario.*

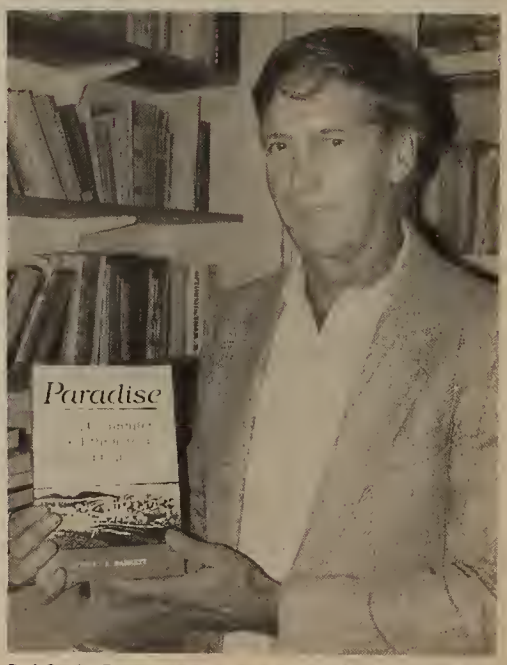
Barrett revisited his home town to find out how rural Ontario has been coping with modern social and economic realities. His book explores a 30-year span in a mid-sized southern Ontario town as it related to class divisions, racism, newcomers and commuting. The identity of the town — called "Paradise" in the book — is not divulged, although it's situated within commuting distance to Toronto.

The book was an intensive three-year project, involving long periods when Barrett lived in the town as a participant observer. He interviewed more than 300 town natives and newcomers and researched archives from the town and the Ontario Agricultural Museum.

Until the late 1960s, "Paradise" was almost entirely British. A massive invasion of city dwellers in the 1970s and '80s brought about a transformation of the ethnic composition. Asian Canadians and African Canadians arrived in increasing numbers along with white ethnics. The chapter "British Subjects and Aliens" looks at early problems encountered by assessment officials in determining the racial origins of the town's population. "British subjects and aliens" was a term used on assessment forms until 1964, when it was replaced with "nationality."

Interested in comparing the 1950s with the '80s, Barrett "wondered how Ontario towns had operated in the past. Were they one big happy family? Were they egalitarian?"

He found they were rigid in their stratification. In the past, it was almost as if one was born rich or poor and expected to remain so. The rich served on town council and basically "ran the town," he says. Today, the rich and poor are less visible, and the rich have stepped back from serving on council, primarily because it no longer holds the power. Another significant difference concerns housing. In the past, most poor people owned their own home; today, few can afford to.



Prof. Stanley Barrett returned to his home town to see how small-town Ontario is coping with social change. Photo by Margaret Boyd

Newcomers who moved from urban to rural areas were motivated by the opportunity to own a home; to allow a spouse (always the wife) to stay home after the birth of a child; to have a dog, usually a German shepherd (important to men); and to get away from blacks or Asians. "Many people said they wanted to live in an all-white society," says Barrett.

There were cases of visible minorities who were successful in the town, usually by dint of their charm and exceptional interpersonal skills. The most blatant cases of racism included the boycotting of service stations and variety stores run by Asians.

People in rural areas are not necessarily more racist than urban dwellers, but they are more ethnocentric, says Barrett. Urban dwellers with direct experience living and working with visible minorities tend to be more racist than rural dwellers. In contrast, rural dwellers are ethnocentric, based on ignorance and lack of experience.

Barrett also discovered that higher education is not a predictor of lower levels of racism. "Racist attitudes exist in all class levels, but they took a different form depending on class level." In the lower classes, racism is usually expressed in economic terms. In the higher, more educated classes, it is expressed in biological terms.

He found that the commuting lifestyle often failed because it was so stressful and because most commuters were in a fragile economic situation. People who enjoyed commuting love to drive and are loners by nature, he says.

In researching and writing the book, Barrett was surprised by the whole nature of commuting life and the fact that people move from the city to rural areas to get away from visible minorities. He found "very touching" the helplessness of many poor people who did not own homes and had terrible jobs or no jobs at all.

Published by University of Toronto Press, *Paradise* is dedicated to the late John Vanderkamp, former dean of the College of Social Science.

Barrett is also the author of *Is God a Racist?* and *The Rebirth of Anthropological Theory* and is now writing a book on the synthesis of theory and methodology. ❐

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1994 President's Scholarships

UNIVERSITY of GUELPH

These students have something to smile about — they've just received the first instalment of their $16,000 President's Scholarship entrance awards. Seated from left are Ryan Ness of Burlington, Juniper Glass (1993 recipient) of Victoria, B.C., U of G chancellor Lincoln Alexander, Meredith Hunter of Kingston, Andrea Hammell of North York and Rodney Merkley of Chesterville. Standing from left are former U of G president Burt Matthews, Julie Corbett of Elmira, Kirsty Bell of Guelph, Nicola Calder of Gloucester, Merty Beecroft of Barrie, Jennifer Dinaut of Perrsboro, N.S., Elliot Welsh of Huntsville, JoAnna Leyenear of Kemptville, president Mordechai Rozanski, Stephanie Oréficé of Kitchener, Benji Albrecht of Petersburg and Patrick Lett, donor of the three Dick Brown President's Scholarships.

Photo by Trina Koster

Scholarships recognize leadership and academic ability

The University of Guelph's President's Scholars are young women and men who have already made a difference in their home communities. And like their predecessors, they will no doubt make great contributions to their chosen university.

President's Scholars are outstanding students, chosen for leadership as well as academic ability. Motivation and intelligence have always been the hallmarks of good leaders. That is why we encourage the development of leadership qualities as well as academic achievement in all our students.

What brought these outstanding young people to Guelph? In a recent study, we learned that students choose U of G for its diversity of programs, quality of instruction, personal attention from faculty and staff, and academic facilities. The award reduces money worries that make part-time work and student loans a fact of life for many present-day students.

The President's Scholarship program is now in its eighth year. Ninety-one awards have been made to students from across the country — from Vancouver Island to Newfoundland. Many earlier recipients are completing graduate degrees or advanced medical training. "Where Are They Now?" on the back page gives a rundown on several past President's Scholars.

On campus, you don't have to look far for evidence of the impact of our President's Scholars. They provide leadership in student government and on College Royal — the student-run open house that attracts 20,000 to campus every March. They enrich the artistic life of the University with their talent in drama and music, and serve as volunteers in the Guelph community.

They also sit on Senate, the University's academic governing body, and on search committees for senior administrators. They bolster the Gryphon spirit as valuable members of our athletic teams. Last year, several were involved in arranging a campus forum on teaching and learning. One President's Scholar ran for city council.

A major fund-raising effort is currently under way to complete the endowment of 13 scholarships. To date, eight have been fully endowed. Donors include Cecil H. Franklin, former chair of the Board of Governors, and Ingrid Franklin; the estate of Charles S. Humphrey, former president of Hart Chemicals and a longtime friend of the University; the estate of Jack R. Longstaffe, a former executive of Renfrew Electric; and the estate of Lillian Stewart Usher.

Patrick Lett, a B.Sc. and M.Sc. graduate of Guelph, supports three President's Scholarships named in honor of football coach Dick Brown, who served as a role model and friend to his players. Lett played with the Gryphons, an experience that he says had a beneficial impact on his life.

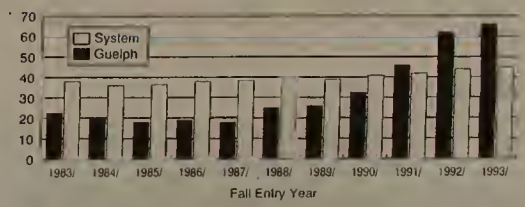
One of the President's Scholarships is named the Burton C. Matthews President's Scholarship in honor of the president who provided leadership in establishing the awards during his term in the mid-1980s. ❐

Guelph at a glance

- **Enrolment** — Undergraduates: 11,291 full-time, 1,824 part-time; graduate students: 1,521 full-time, 243 part-time.
- **Research** — $67.3 million a year in sponsored research.
- **Residence** — 4,100 students in residence; new students entering first year are assured a place in residence if conditions published in the admissions handbook are met.
- **Library** — More than 2.5 million volumes and Canada's largest CD-ROM database system; used by 11,000 faculty and students a day.
- **International connections** — 250 students studying overseas; 600 international students at Guelph.
- **Faculty recognition** — Nine faculty hold 3M Fellowships, the country's top teaching award; 23 hold the Ontario Confederation of University Faculty Associations teaching award; 15 are Fellows of the Royal Society of Canada.
- **Scholarships** — The $1.75-million undergraduate scholarship program includes the 13 President's Scholarships.
- **Metro students** — This year, 12.6 per cent of Guelph students are from the Metro Toronto area.
- **Co-op** — 900 U of G students are involved in 30 co-op programs.
- **Student-faculty ratio** — U of G has a student/faculty ratio of 19 to 1.

Officers of the University

Chancellor: Lincoln Alexander
President and vice-chancellor: Mordechai Rozanski
Chair, Board of Governors: William T. Brock ❐



More than 72 per cent of U of G students in fall 1994 have an average of 80 per cent or more. In 1993, 68.9 per cent of Guelph students had an average over 80 per cent.

Choosing the President's Scholars

Thirteen President's Scholars are selected from more than 350 applicants each year by a committee that includes U of G faculty and staff and two high school principals. The scholars are chosen on the basis of their leadership in various school and community activities and their academic excellence.

Three awards supported by alumnus Patrick Lett are named for retired football coach Dick Brown. Two of this year's Dick Brown Scholars — Benji Albrecht and Stephanie Oréficé — are enrolled in the fine art program. Ryan Ness is in environmental engineering.

And the winners are . . .

Benji Albrecht

Waterloo-Oxford DSS
Petersburg
BA (Fine art)

Art and athletics fuel Benji Albrecht's personal and professional aspirations. A talented painter, potter and sculptor with a great interest in native art and love for the outdoors, Benji is a fine athlete who hopes eventually to teach art and coach young people in the sports that he enjoys.

Now a member of U of G's varsity football team, he was captain and most valuable player of his high school football and basketball teams. His other sports are baseball, rugby, squash, golf, tennis and kayaking.

Benji won the award for outstanding contributions to athletics at his school every year, as well as the local Optimist award for contributions to the community. He was chair of the school's intramural program, a member of student council and his school's representative at the Ontario Education Leadership Centre.

His teachers describe him as someone able to help individuals make the most of their talents and inspire groups to achieve success. What better qualifications for a prospective teacher? ❐

Ryan Ness

M.M. Robinson HS
Burlington
B.Sc. (Engineering)

Ryan Ness excels at team and individual sports and is also an accomplished cellist. Perhaps most at home on the volleyball court (he played on a community team that took provincial and national championships and he coached girls' and boys' teams), Ryan loves soccer, basketball and badminton. He also enjoys tennis, racquetball, judo, track and field, cross-country running, canoeing, sailing and windsurfing. Camping and hiking have been part of his life since early childhood.

His love of the outdoors was an important factor in his decision to study environmental engineering. Ryan, who also holds a Canada Scholarship, welcomes the intellectual and practical challenges of engineering and the opportunity to have a positive impact on the environment.

It hasn't taken him long to get involved on campus. He is already captain of an intramural volleyball team, is playing water polo and ultimate frisbee and is serving as floor representative in his residence.

Stephanie Oréficé

Eastwood CI
Kitchener
BA (Fine art)

Stephanie Oréficé chose dance and artwork for her audition for Eastwood CI's demanding integrated arts program. That audition was the beginning of an exciting high school experience that culminated in the Ira Dempsey Award for top performance in academics, arts, athletics and extracurricular activities. Her senior creative project of 10 works on the theme of the female in society was described as one of the most creative, coherent and thought-provoking her teacher had encountered in many years of teaching art.

Stephanie was prime minister of her school's parliament, exhibited her artwork at the Kitchener-Waterloo Art Gallery, won awards at juried shows, took part in drama productions and was captain of the basketball and volleyball teams. She also volunteered at a local seniors' home and as a leisure buddy at a camp for the physically challenged.

Whatever she does in the future, Stephanie says it will have a creative and people focus. Through it all, "it's the relationships that endure," she says. ❐

Julie Corbett

Elmira DSS
B.Sc. (Biomedical sciences)

Julie Corbett has seen the effects of diabetes, cancer and Alzheimer's on her own family. That's why she's interested in a career in medical research. She is a committed community worker who has given hours of her time to organizations like the Montessori School and the Friend to Friend program, where she worked with a Grade 1 child.

At school, Julie was vice-president of student council, a member of the volleyball team, badminton club and drama club, a science teaching assistant in a Grade 9 class and a peer tutor. She won the community service award and award for outstanding contributions to intramurals.

Julie attended the National Student Leadership Conference in Newfoundland and Bark Lake leadership training camp. But that's not all! While she was in high school, she also worked at the Waterloo County Farmers' Market and the local arena on weekends. ❐

Jennifer Dinaut

Parrsboro Regional High School
Parrsboro, N.S.
B.Sc. (Chemistry co-op)

"Guelph's reputation, the standards and the co-op program brought me to Guelph," says Nova Scotian Jennifer Dinaut, who holds both President's and Canada scholarships. She plans a career in medical research, but is keeping her options open.

A committed and enthusiastic leader in her school, she was chosen to attend the national Ottawa-based Shad Valley Program for students in science, technology and entrepreneurship. She was also selected for the Terry Fox Centre's Encounters with Canada program and the Nova Scotia Secondary School Association Student Leadership Conference.

Jennifer took part in an exchange program in Chicoutimi, Que., was involved in a program to educate public school children about drugs, edited the student newspaper, played in school and community bands, was on the senior basketball team and served as president of student council. It's no wonder she was chosen valedictorian for her graduation! ❐

Kirsty Bell

Guelph CVI
BA (French studies)

Kirsty Bell was a member of her high school's student senate, swim team, drama council and Reach for the Top team. Those activities gave her a great deal of satisfaction, but nothing makes her happier than helping other students learn. Kirsty was a Grade 9 teaching assistant in French, tutored in mathematics and English and worked with a Suzuki violin student (she studied violin for 14 years). "The really satisfying thing is that we were all learning," she says.

An exceptional student in languages, Kirsty plans to be a teacher. She has improved her French and German in European exchanges and has also studied Latin, Russian and Gaelic. She hopes to expand her repertoire to include Greek and Spanish at university and plans to eventually study comparative literatures and linguistics. ❐

Marty Beecroft

Eastview SS
Barrie
B.Sc. (Human kinetics)

If you're looking for Marty Beecroft, it could be a long search. But start in the choir practice room, then try the ski slopes and the sports fields. Marty gets around. He was president of his school concert choir, had the lead in *The Sound of Music*, sat on student council and was a member of a much-sought-after local a cappella group called U4ia. In fact, he's still with the group, which plays an important part in his life.

Marty was a member of a provincial champion alpine ski team and Barrie's successful rugby team, as well as co-captain of the junior football team. In Grade 8, he made his first visit to Grenoble, France, on an exchange that led to a long-standing friendship.

Marty plans to prepare himself for a career that combines his interest in human kinetics with his love of science and nature. His personal life will always be filled with music, he says, and he is already singing with U of G's chamber singers. ❐

Meredith Hunter

Kingston CVI

MPC^2 (First-year program in mathematics, physics, chemistry and computing science)

Meredith Hunter has paddled a canoe down the Mattagami and Moose rivers to James Bay, canoe tripped in Algonquin and Killarney parks and the Okefenokee Swamp in Georgia, and hiked in the Adirondack Mountains in New York State. She was one of five Canadian high school students chosen by Youth Challenge International to work on a Costa Rican cloud-forest environmental project.

Her interest in the environment is complemented by an interest in people and politics. Meredith spent 700 hours working as a volunteer with Hotel Dieu Hospital's program to reduce stress in critically ill children.

She was chosen as a delegate in the Model United Nations Assembly and National Forum for Young Canadians in Ottawa, where she had a chance to participate in bilingual debate.

What's down the track for Meredith, who also has a Canada Scholarship under her belt? "I want to get my degree in microbiology or biochemistry, and I'd like to study international relations and learn to speak Spanish... and paddle more remote Canadian rivers." ❐

Nicola Calder

Colonel By SS
Gloucester (Ottawa region)
B.Sc. (Environmental engineering)

"In spite of a faltering economy, Canada must deal with issues concerning people and the environment," says Nicola Calder, who holds both President's and Canada scholarships. After she earns a degree in environmental engineering, she plans to play an ac-

Finding their way

Pictured around campus are Guelph's newest President's Scholars. On page two, from left, are Rodney Merkley, Jennifer Dinaut, JoAnna Leyenaar and Nicola Calder. On this page at top are Ryan Ness and Juniper Glass. In the middle photo are Elliott Welsh, Andrea Hammell and Benji Albrecht in the first row and Marty Beecroft and Kirsty Bell in the second. At bottom are Meredith Hunter, Julie Corbett and Stephanie Orélicé.

Photos by Trina Koster

tive role in that process.

Nicola has already made a difference in her own high school. Co-ordinator of the Environment Club, founder of Helping Out People Everywhere and a member of Friends Reaching Out for Greener Growth, she represented her school at the environmental leadership course at Bark Lake. An educational trip to the Amazon Basin and Galapagos Islands further heightened her environmental knowledge and sensitivity.

Nicola placed third in a national essay-writing competition on geography. Her interest in people and practical solutions was intensified by co-op placements with the Ottawa Heart Institute, the surface-water quality branch of her municipality and a firm of environmental consulting engineers. And what does Nicola do for relaxation? She likes to canoe, cross-country ski and windsurf. ❐

Andrea Hammell

Earl Haig SS
North York
B.Sc. (Environmental sciences)

Andrea Hammell is the second President's Scholar from Earl Haig SS to bring a great love and talent for the theatre to Guelph. (Yona Lunsky, this year's top graduating award winner, is profiled on the back page of this publication.)

Andrea loves to immerse herself in a role, drawing the audience into the character's world. She produced "Tricycle," a festival of student-written one-act plays, and was part of a small group of theatre students who led a workshop for teachers on raising environmental awareness through theatre.

A graduate of Earl Haig's demanding Claude Watson Program for the Arts and the Academy Program for the intellectually gifted, Andrea extended her reach far beyond her school. She worked with physically and mentally challenged children at Bloorview Children's Hospital and was a volunteer at a home for severely handicapped children in Thailand.

That work showed her there's no better way to learn about the world than to experience it. And that's why she chose to study environmental sciences, which she plans to enrich with courses in international development and an overseas study experience. Andrea also holds a Canada Scholarship. ❐

JoAnna Leyenaar

North Grenville DHS
Kemptville
B.Sc. (Biophysics)

The top student in her school and U of G's top entering student, JoAnna Leyenaar won both Canada and President's scholarships. She is a natural leader who contributed to student and classroom life, "challenging others to reach their potential," in the words of one of her teachers. Her quick grasp of the relationships among problems, solutions and results — and her ability to set these findings down in clear English — made her an excellent peer tutor.

JoAnna was co-leader of the student council, served on the regional students' council, edited the yearbook, played with the stage band and was a member of the Reach for the Top team. She also co-ordinated organization of the provincial volleyball championships in Kemptville.

JoAnna's community commitments included volunteer work at her local library, camp counselling, teaching swimming and working in the nursery at her church.

Although she plans to eventually study optometry, she says she's keeping her options open. That's why she chose the B.Sc. program at Guelph. ❐

Elliott Welch

Huntsville HS
B.Sc. (Environmental sciences)

Elliott Welch is one of those rare individuals who is equally at home writing poetry or presenting his science fair conclusions to a panel of national judges.

Holder of both President's and Canada scholarships, Elliott is a committed environmentalist. He was a founding member of Students for a Valuable Environment, compiled the Huntsville Green Directory, conducted a feasibility study of an urban compost heap for Huntsville and gathered 1,700 signatures to petition town council to stop unsustainable development.

He also served on the Muskoka Round Table on the Environment and the Economy and worked with the Council of Canadians on environmental issues.

Elliott was one of 10 Ontario students chosen to participate in the 1992 Interchange on Canadian Studies Conference in Whitehorse, where he gave a speech in English and French. He has also participated three times in the Canada-Wide Science Fair.

A contributor to his school's art and literary magazine and the local paper, Elliott also played leading roles in drama productions at his school. He spent the summer of 1993 at Guelph as a research student in biological science. ❐

Rodney Merkley

North Dundas DHS
Chesterville
B.Sc. (Biomedical sciences)

An outstanding science and humanities student, athlete and community worker, Rodney Merkley is truly a man for all seasons. He attributes his academic success to a tenacious work ethic. And perhaps that explains how he was able to maintain top marks, coach a boys' midget basketball team and set up a community basketball program while being heavily involved in school activities.

Rodney led his school basketball team to an eastern Ontario championship, was a two-time athlete of the year and was most valuable player in basketball, volleyball and track and field.

Athletics and finance minister of his student council, he sat as a student representative on the North Dundas School Committee, was a junior director of the Chesterville Fair Board and taught Sunday school.

Rodney, who also holds a Canada Scholarship, plans to meld his interests in science and athletics in a career in sports medicine. ❐

Juniper Glass

Esquimault SS
Victoria, B.C.
BA (International development)

Juniper won the President's Scholarship in 1993, but deferred admission until the spring semester of this year. That gave her time to contribute to hearings of B.C.'s Commission on Resources and Environment.

Juniper's concern for the environment springs from her love of nature and enjoyment of camping, backpacking and canoeing. She also enjoys theatre, writing, painting and dance.

In her first few months at Guelph, she has become involved with the Ontario Public Interest Research Group and the Women's Resource Centre. During her high school years, she was involved with the Environmental Youth Alliance, working on a campaign to save the Walbran Valley and Carmanah temperate rainforest.

Juniper was a founder of a group to provide a voice for young people in provincial policy making, was active in Amnesty International and Esquimalt Students Caring About Peace and Environment, and was a member of student council. She also worked in programs to enrich the lives of children facing a variety of challenges.

At Guelph, Juniper is enjoying the stimulation of her courses. "University will help me gain awareness of the world and give me direction on how best to contribute during my lifetime." ❐

The 1994 report on President's Scholars is published by University Communications, University of Guelph.
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Where are they now?

Guelph a good choice

It's been seven years since **Colin Godwin** came from Summerland, B.C., to take up his President's Scholarship. A 1991 history graduate, Colin says Guelph "was a good choice for me. I came for school, but stayed on because we really like it here."

Colin, his wife, Karen, a family studies graduate, and their baby son, Isaac, will probably be in Guelph for another year. Colin is finishing up two master's degrees — one in divinity from McMaster University and one in theology from the University of Toronto. He plans a career in the ministry in Canada or overseas.

Dan Walker

No fumbles for Walker

The Wildman Trophy for academic and athletic leadership capped an outstanding career as student and athlete for **Dan Walker**. One of the first Gryphon athletes to be named an Academic All-Canadian, Dan held President's and Canada Scholarships. He graduated in environmental engineering in 1993 and is now studying fisheries habitat management at Stirling University in Scotland on a Commonwealth Scholarship. At Guelph, Dan broke several scoring records and served as mentor and counsellor for his teammates. He was a member of the U of G Engineering Society and the Engineering Student Social Council of Ontario, and volunteered as a Big Brother. Dan is a graduate of Milton DHS.

Birgit Ward

Co-op showed the way

Birgit Wand will complete her studies in agronomy at the end of this year and will embark on a career in farming and agribusiness. A 1989 President's and Canada Scholar who graduated from Almaguin Highlands SS in South River, she has completed four co-op work semesters, including a semester on a dairy farm in New Zealand. Birgit is already working part time as a pasture consultant with Grass Farming Consultants. "My first co-op job got my foot in the door and led to all the other jobs," she says. Travelling throughout Canada and overseas, Birgit has been impressed by how widely recognized U of G is and how much respect it has earned.

Winning the Winegard

U of G's most prestigious graduation award is the Winegard Medal, which recognizes leadership and academic ability. For the past two years, the award has gone to President's Scholars. The 1993 recipient was **Tim Mau**, all-time Gryphon basketball scoring champion and chair of U of G's student Senate caucus. Tim is now doing a PhD in political studies at Oxford University on a Commonwealth Scholarship.

Yona Lunsky

This year's winner was **Yona Lunsky**, who is now doing doctoral work in the highly competitive developmental disability and clinical psychology program at Ohio State University.

It was really the President's Scholarship that brought Yona to Guelph, but it was a decision she didn't regret.

"I wouldn't have been able to combine drama and psychology at another university," she says. "I also got to know my profs more than I would have at a larger school. Another advantage was the London semester."

Yona made exceptional contributions to the campus and community. She organized the first-ever Holocaust Awareness Week, helped organize a conference on teaching and learning, and worked with children with developmental disabilities.

A talented actor and singer, she appeared in several plays and sang with the campus chamber singers. She is a graduate of Earl Haig SS in North York.

Academic All-Canadians

In 1994, 26 U of G athletes were named Academic All-Canadians in recognition of their outstanding contributions as scholars and athletes. Six of those students were President's Scholars: swimmers **Kirby Kalbfleisch**, **Denise Watt** and **Brendon Larson**; track athlete **Anne Ellis**; and basketball players **Christian Baldauf** and **Kristi Adamo**. Christian is now in his first year of medical school at the University of Ottawa.

Brendon Larson, who graduated in biology in 1994, won the Vaughan Medal for his contributions to Senate, the University's academic governing body. He is now evaluating areas of biological significance for the provincial government. Brendon has support from the Natural Sciences and Engineering Council for graduate studies, which he plans to begin next September.

Swimming through school

Jeff Sumner, now in his second year of dentistry at the University of Toronto, was a 1993 Academic All-Canadian. A biochemistry graduate and Gryphon swimmer, Jeff now coaches a master's swim program at his old club, East York Swim Club.

Jeff Sumner

Female scientists shine

President's Scholars **Caroline Swerdlyk** and **Laurie Halfpenny** are recipients of the National Research Council's (NRC) Women in Science and Engineering Awards. The 25 annual awards provide promising female science students with $37,000 in financial support over their final three undergraduate years, plus summer employment at an NRC laboratory under the mentorship of an established scientist.

Caroline, a graduate of St. Patrick HS in Thunder Bay and now a third-year physics student, spent the summer working at the Dominion Radio Astrophysical Observatory in B.C.

Laurie, a second-year environmental engineering student, graduated from Bishop Macdonell HS in Guelph. Next summer, she will use a 3-D scanning laser to look at human joints at the Institute of Information Technology in Ottawa. Both women also hold Canada Scholarships.

The right choice

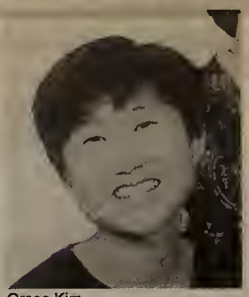
"Guelph was a great choice for me," says **Crystal Drummond**, now doing a residency in family medicine at the University of Toronto. It was a President's Scholarship that brought her to Guelph, but once she got here, she found the atmosphere among students applying for medical school friendly. "We weren't competitive," Crystal says. "We all helped each other."

Crystal was a member of the varsity swim, track and ski teams. Now married to engineer Rob Whitla, she hopes to practise family medicine in a small town, preferably in central or Northern Ontario.

Life on the road

If you're at an Ontario high school, you may recognize **Grase Kim**, a member of the U of G secondary school liaison team that logs thousands of miles each year. This fall, Grase is visiting 100 schools, including her own high school, Don Mills CI. A co-op graduate in psychology with a minor in drama, Grase loves life on the road, which she first experienced in a co-op work term.

During her undergraduate years, she was a campus tour guide, senior peer helper, conference facilitator and START (summer orientation program) group leader. She also spent a co-op work term in Health and Welfare Canada's child-care programs division. ❑



Grase Kim

Our brightest and best

The University of Guelph has named 91 President's Scholars since the program started in 1987. Listed by home town and secondary school, here they are.

Amherst: Kathy Airriess, Sean Dukelow, General Amherst. **Aurora:** Lindsay Tomlinson, Aurora HS; Jonathan Sherbino, Dr. G.W. Williams SS. **Barrie:** Marty Beecroft, Eastview SS; Suzanne LeBlanc, St. Joseph's HS. **Blackstock:** Jennifer Fletcher, Cartwright HS. **Bradford:** Harry Stoddart, Bradford DHS. **Brampton:** Christian Baldauf, Cardinal Leger SS. **Brantford:** Nancy Charlton, Pauline Johnson CVS. **Burlington:** Ryan Ness, M.M. Robinson HS; Jeremy Yethon, Nelson HS. **Cambridge:** Kelly Allison, Southwood SS. **Chesterville:** Rodney Merkley, North Dundas DHS. **Cornwall:** Sylvia Hall, St. Lawrence HS. **Dunrobin:** Julia White, West Carleton SS. **Elmira:** Julie Corbett, Anne Wideman, Elmira DSS. **Fredericton, N.B.:** Sean Morrissy, Fredericton HS. **Gloucester:** Nicola Calder, Colonel By SS. **Guelph:** Kirsty Bell, Guelph CVI; Harry Frielink, John F. Ross CVI; Tim Mau, Centennial CVI; Laura Halfpenny, Piers Nash, Bishop Macdonell HS. **Hamilton:** Crystal Dumitru, Derek Hatanaka, Westmount SS; Elaine Reynolds, Delta SS. **Harrow:** Brendon Larson, Harrow DHS. **Huntsville:** Ellint Welsh, Huntsville HS. **Jakarta, Indonesia:** Joost Loijens, Jakarta International School. **Kemptville:** JoAnna Leyenaar, North Grenville DHS. **Kensington, P.E.I.:** Patti Thomas, Kensington Intermediate HS. **Kingston:** Meredith Hunter, Kingston CVI; Alison Moore, Loyalist CVI. **Kitchener-Waterloo:** Kirby Ann Kalbfleisch, Christine Main, Bluevale CI; Stephanie Oréficé, Eastwood CI. **Lindsay:** Anne Ellis, Scott Robertson, Lindsay CVI. **London:** Suzi Camilleri, Paula Coutinho, Mark Rosati, Catholic Central HS; Kirk McMillan, Sir Wilfrid Laurier SS. **Meaford:** Jim Rush, Georgian Bay SS. **Mill Bay, B.C.:** Nicole Kennedy, Brentwood CS. **Milton:** Mark Myronyk, Dan Walker, Milton DHS. **Mississauga:** David Dec, Glenforest SS; Natalie Kontakos, Lorne Park SS; Deborah Robinson, Erindale SS. **North Bay:** Kristi Adamo, Widdifield SS. **Ottawa:** Barbara Johnston, Sir Robert Borden HS; Stephen Krajcarski, Chris Parent, Merivale HS. **Parrsboro, N.S.:** Jennifer Dinaut, Parrsboro Regional. **Pembroke:** Colin van der Kuur, Champlain Senior HS. **Peterborough:** Jennifer Bowe, Peterborough CVS; Savita Chaudhari, Crystal Drummond, Adam Scott CVI. **Petersburg:** Benjie Albrecht, Waterloo-Oxford DSS. **Sault Ste. Marie:** Gary Pateman, Bawating CVS. **South River:** Birgit Wand, Almaguin Highlands SS. **Springdale, Nfld.:** Sian French, Grant Collegiate. **Springhill, N.S.:** Don Ryan, Springhill Junior-Senior HS. **St. Catharines:** James Beecroft, Laura Secord SS; Claire Humphrey, St. Catharines CVS; Barry Liboiron, Sir Winston Churchill SS. **Summerland, B.C.:** Colin Godwin, Summerland SS. **Sydney, N.S.:** Cory MacDonald, Sydney Academy. **Terrace, B.C.:** Christine Weber, Caledonia Senior SS. **Thunder Bay:** Kevin Belluz, Westgate CVI; Caroline Swerdlyk, St. Patrick HS. **Toronto:** Russell Bondurianskv, East York CI; Laura Beattie, Grase Kim, Don Mills CI; Andrea Hammell, Yona Lunsky, Mark McCutcheon, Earl Haig SS; Jeff Sumner, Denise Watt, Malvern Collegiate; Omer Yukseker, Jarvis Collegiate; Vanessa Tseng, Marc Garneau CI. **Unionville:** Jason Brock, Unionville HS. **Victoria, B.C.:** Kristina Anderson, Belmont Senior SS; Juniper Glass, Esquimalt SS. **Waterford:** Jennifer McDonald, Waterford DHS. **Whitby:** Stephanie Sears, Henry Street HS. **Windsor:** Mark Dragich, Vincent Massey SS. **Windsor, N.S.:** Sarah Campbell, King's-Edgehill School. **Woodstock:** Bronwyn Nader, Woodstock CI.

Nominations for President's and Dick Brown Scholarships must be made by secondary school principals and arrive at the University of Guelph by April 1. For more information about the scholarships, call or write Peter Landoni, assistant registrar, Student Finance and Awards, 519-824-4120, Ext. 3311, or contact the Admissions Office, 519-821-2130, University of Guelph, Guelph, Ontario N1G 2W1.

Athletes, fitness buffs need more knowledge of nutrition's effects

by Margaret Boyd
University Communications

Basic information about how nutrition affects physical fitness is not readily available, says campus nutritionist Linda Barton.

"For effective performance, nutrition does make a difference," she says. "Timing of nutrition around a workout becomes important. It may be as simple as a pre- and post-workout snack."

Barton, who has a background in recreational sport and fitness, believes that athletes and fitness adherents should learn more about nutrition. A lot of misleading information is often provided about nutritional fads and "supplements," she says.

For instance, many people who exercise have a powerful desire to lose weight and therefore refrain from eating. But a small meal should be eaten before and after a workout because carbohydrates are needed for optimal performance, she says.

"If you eat before a workout, you will build up — not break down — musele and achieve body-shaping goals more quickly."

Simple sugars such as soft drinks and chocolate bars may actually impair performance and should be avoided as pre- and post-workout snacks, says Barton. Instead, water or juice and carbohydrates such as a baked potato or half a sandwich are recommended.

In her work as a counsellor, Barton often has to scale down her clients' expectations. "There is a ceiling on our possibilities," she says. "Many young people in a competitive environment don't know that they can't lose 15 pounds, that five is more realistic."

Barton is concerned about the prevalence of eating disorders in sport and believes that nutritional information among parents, coaches and teachers is the key. Coaches often "indiscriminately suggest their athletes lose weight," she notes. In addition, social messages and adoption of parents' dietary practices may affect eating disorders.

Barton does not believe nutritional supplements are as beneficial as whole foods. The quick and easy cures that are promised or implied in advertisements for these products are misleading, she says.

"People want better energy in their day. They will feel better if they eat well." ❐

Nutritionist Linda Barton says athletes and fitness buffs should eat before a workout for optimum performance.
Photo by Maurice Olshi, University Communications

Cook up new lifestyle with guidebook

It's more than a cookbook — it's a way of life. That's how U of G nutritionist Linda Barton describes her guidebook, *Nutrition Works, A Guide to Making Nutrition Work for You: Skills, Tips and Recipes.*

The 70-page guidebook was published last month by Barton's nutrition and fitness counselling company, Enjoy for Life! It's targeted at students and people who are too busy to incorporate healthy eating into their lives.

The guidebook contains sections on skills, how-tos, tools and tips, and recipes. It serves as a companion guide to anyone reassessing their eating habits, says Barton.

The skills section deals with assessment. The how-to section looks at eating for energy, weight management, body image and self-esteem, and how to make changes last. The tools and tips section focuses on vegetarian diets, how to reduce fat in the diet and how to stock the kitchen.

The 30 recipes included in the guidebook are "tried and true," contain few ingredients and take less than 15 minutes to prepare.

Barton is now working on a book about people who have transformed their lives. These human-interest stories will be based on case histories of her clients, who will share their struggles with change. ❐

Hank Vander Pol of Blenheim discusses mushroom farming with Mordechai and Bonnie Rozanski.
Photo by Marilyn Robinson, University Affairs and Development

Rozanskis visit agribusiness leaders

President Mordechai Rozanski and his family put on their working boots recently to visit the agribusiness community in the Chatham area.

The president, Bonnie Rozanski and their son, Daniel, 12, got some first-hand knowledge of what Ontario agribusiness is all about as they visited Cold Springs Farm, the Bradley Farms, Kerr Farms, George Morris and others. They also visited Union Gas, Pioneer Hybrid, W.G. Thompson and Sons, Paul and Aileen Clarke and Paul and Rosemarie King.

Included on the tour was a stop at Vander Pol's Rol-Land Farms Ltd. in Blenheim, which is owned by Hank Vander Pol, a 1965 graduate of OAC. Vander Pol received the OAC Outstanding Service Award in 1991 and was the University's entrepreneur-in-residence in 1992.

Agribusiness leaders in the Chatham area have invested almost $1 million in U of G projects over the past 10 years. In addition to thanking these University supporters, the Rozanskis met with some of the 400 U of G alumni living in the area. Seventy-five of these grads work at 12 of the agribusinesses visited on the tour.

The Chatham trip was arranged by University Affairs and Development's director of donor relations, Marilyn Robinson. Also on the tour was Ken Murray, interim executive director of UA&D. ❐

Sense of purpose is the key to satisfaction in retirement years

by Margaret Boyd
University Communications

Satisfaction in retirement is connected to the same factors involved in work satisfaction — having a sense of purpose and contact with people outside the family.

Satisfaction in retirement is also related to how satisfied a person is with life in general, says Prof. Kevin Kelloway, Psychology.

In a study on mental health and retirement, Kelloway and Julian Barling of Queen's University found that finances don't predict happiness as much as other factors. The study looked at the mental health of a sample of people on pension from a major Canadian company.

Needing a sense of purpose to achieve satisfaction is a consistent theme in psychological literature, says Kelloway.

"Fundamental to our well-being is the concept that we are better off when we have a sense of purpose," he says.

In retirement, a sense of purpose may be gained through charity work, hobbies, involvement with organizations and contact with other people.

It is also important for retired people to have some structure to their time, similar to what work provides, says Kelloway. Eating at certain times or participating in regular activities is helpful, he says.

How people prepare for their retirement is connected to how their own parents coped with it. That was the finding of another study on retirement socialization, which looked at triggers of the retirement-planning process. The study surveyed employees of a Canadian university whose parents were retired about their own attitudes to retirement.

If parents experience problems with money in retirement, their children tend to begin planning earlier for their own, says Kelloway. If parents have problems finding a sense of purpose in retirement, their children tend to develop hobbies or other interests outside work.

Although some aspects of retirement planning were related to personality and having a sense of control, "expectations were influenced by what they saw in their parents," Kelloway says. "In terms of a classic social learning process, it's pretty much common sense."

Demographically, there will be a big increase in the number of retired people over the next few decades. This will raise many issues related to an aging workforce and the needs of retirement, says Kelloway. "We have to spend a lot more time thinking about retirement." ❐

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OUR COMMUNITY

NOTICES

Secretaries meet

The Guelph chapter of Professional Secretaries International will meet Nov. 9 at the Cutten Club. Dinner is at 6 p.m. followed by Stephanie Sostar discussing "How Food Affects Our Performance" and a business meeting. New members are welcome. Call Ext. 4415 for more information.

Gull talk

The Arboretum presents a two-evening workshop on gulls Nov. 16 and 23 at 7 p.m. in the nature centre. Participants will learn how to identify wintering gulls, discussing plumage, size differences, bill shapes and ranges. Cost is $39. Register by Nov. 9 at Ext. 4110.

Parliament guides

The Canadian Parliament seeks full-time university students to serve as parliamentary guides between Victoria and Labor days in 1995. The deadline for applications is Nov. 21. Call Career Services at Ext. 2213 for information.

Big Sister art

An exhibit showcasing the work of artists featured in the Big Sister Association's 1994 and 1995 art/lottery calendars opens Nov. 13 at the Barber Gallery with a reception from 2 to 4 p.m. The 1995 calendar, which offers more than 400 chances to win cash prizes throughout the year, will be available for purchase.

On stage

Guelph Little Theatre presents Tennessee Williams' *The Glass Menagerie* Nov. 24 to Dec. 3 at Guelph Collegiate and Vocational Institute. Call 821-0270 for times and tickets.

Watercolors on show

"Ten Days in July — Watercolors of Deer Island, N.B.," a show of works by fine art graduates Laura Coutts, Jane Graham, Susan Knox and Geraldine Ysselstein, runs Nov. 4 to 25 at Pond's Camera Gallery. The opening reception is Nov. 4 from 6 to 8 p.m.

Genetic engineering

Michael Fox, vice-president of the U.S. Humane Society, will speak on "Genetic Engineering Biotechnology: Ethical, Economic and Environmental Concerns" Nov. 15 at 7:30 p.m. in Room 1714 of the OVC Learning Centre. Discussion will follow. Known for his efforts in spearheading the movement to foster the ethical treatment of animals, Fox is the author of 40 books, most recently *Superpigs and Wondercorn*. His talk is sponsored by the Canadian Farm Animal Care Trust.

Christmas cards on sale

Save the Children Christmas cards are now available for purchase in the University Club on Level 5 of the University Centre.

ANNOUNCING ...

Jim McEtroy, B.A.

David Wilson, President of Money Concepts (Guelph) is pleased to announce that Jim McEtroy has joined him in providing financial planning services and products designed for individuals and businesses.

Educated at the University of Guelph, Jim returns home following an extensive business career including management/operations experience with a major Canadian bank, consulting work with an international bank in Bermuda, owning/operating his own business and representing a major life and disability insurer in Nova Scotia.

Money Concepts (Guelph) is one of more than 80 offices in Money Concepts (Canada) Ltd.'s franchise network and is affiliated with the larger Money Concepts International. Local offices provide independent "one stop financial shopping" - including mutual funds, life & disability insurance, RRSPs, retirement and tax planning. Complimentary financial planning seminars are available on request.

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JOBS

As of Oct. 28, the following opportunity was available:

Program Assistant to Tri-Council Eco-Research Chair in Ecosystem Health, five-year contractually limited from Dec. 1/94 to Nov. 30/99. Salary range: $29,120 minimum to $34,216 normal hiring limit. Removal date: Nov. 2/94.

It is the University's policy to give prior consideration to on-campus applicants. To determine the availability of University employment opportunities, visit Human Resources Client Services on Level 5 of the University Centre or call 836-4900. ❑

Learning in a locker

A hands-on surgery-training initiative for veterinary students has been dubbed "the locker lab" because the series of skills modules is located in a bank of lockers. Developed by Profs. Joanne Cockshutt, David Holmberg and Simon Young, Clinical Studies, the modules give first-year students a chance to practise surgical techniques without using live animals. At left, technician Jennie Breckon injects a needle into a model of a dog's leg.

Photo by Tim Sullivan, OVC Media Centre

CLASSIFIEDS

FOR SALE

1983 Ford Mustang, original red paint, four-cylinder, automatic, good running condition, little to certify, 822-3773.

1991 Volkswagen turbo diesel, four-door, five-speed, air, tilt steering, cruise, power steering and brakes, 77,000 km, excellent condition, certified, 519-893-7816.

Renegade Midnight 12-speed bicycle, like new, black with gold; Alpine car stereo, deck is fully digital 7267 with built-in amplifier, 150-watt three-way speakers, equalizer is seven band with LED readout, good condition, David, Ext. 78896.

Rabbit cage, 766-9466.

Selmer SA-80 tenor saxophone with Dukoff (7) mouthpiece, extras included, serious calls only, 824-9556.

Wood-burning stove, four-sided heat exchange, blower fan control, brass and glass door 20 by 12 inches, height 27 inches, width 26 inches, depth 18 inches, excellent condition, Ext. 4600 or 824-8711 evenings.

FOR SALE

PROWatt 250 inverter, still under warranty, converts battery power to household AC power, great for computers, fans when only battery power available, Jennifer, Ext. 6762.

Craft sale, 63 Mathieson St., Elora, Nov. 5 from 10 a.m. to 5 p.m. and Nov. 6 from 11 a.m. to 4 p.m., unique Christmas ornaments, wreaths, carved Santas, bandboxes, stockings, napkins, gift bags, 846-0374.

Two-bedroom two-storey deluxe timeshare on lake in Dearhurst, Huntsville, one week in May; Sealion boat trailer, galvinized, 3,500-pound capacity, 15-inch wheels, roller beds, built-on dolly wheel, new spare tire and winch cable, excellent condition, Michael, Ext. 8739 or 846-8151.

WANTED

Used beginner's set of woman's or junior man's golf clubs and/or golf bag, leave message at 822-5336.

Walt Disney classics *Cinderella* and *The Little Mermaid*, Martina, 836-8566.

Tonka toys, any size, age or condition, Paul, Ext. 3924.

WANTED

Person to share house in country, 10-minute drive to OVC, parking, laundry, available immediately, $300 a month; part board for eight-year-old mare, well-trained, super temperament, indoor arena nearby, 766-1472.

FOR RENT

Three-bedroom two-storey home, quiet street near park and Eramosa River Trail, five minutes to University, newly renovated, wood floors, new kitchen, Paul or Joan, 836-8753.

Someone to share beautiful furnished stone farmhouse on 90 acres, south of Arkell, laundry, pets welcome, non-smokers, $325 a month negotiable in exchange for chores, Karin, 822-3178.

Bright unfurnished three-bedroom house, 1,500 square feet, large lot, quiet street, 20-minute walk to campus, available Dec. 1, $900 a month, 837-0175.

Unfurnished large room available in two-bedroom upper duplex, Yorkshire and Waterloo area, non-smoker, no pets, available immediately, $300 a month plus gas, price is negotiable, Shelley, 763-1231 or 822-3300.

LOST AND FOUND

Man's top coat taken by mistake at retirees' luncheon, my coat has a tan lining, 822-3926.

Classifieds is a free service available to staff, faculty, students and alumni of the University. Items must be submitted in writing by Wednesday at noon to Linda Graham on Level 4 of the University Centre or fax to 824-7962. For more information, call Ext. 6581.

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CALENDAR

THURSDAY, NOV. 3

Animal and Poultry Science Seminar - Graduate student Martin Nyachoti discusses "Sorghum Tannin and Its Effect on Performance of Broiler Chicks" at 10:10 a.m. in Animal Science/Nutrition 141.

Anniversary - The University Centre celebrates its 20th anniversary with a giant birthday cake at noon in the UC courtyard. Cutting the cake will be president Mordechai Rozanski and former president Bill Winegard. Anniversary celebrations also include a pinball tournament in the UC games rooms and a fund-raising sponge toss in the courtyard.

Concert - The Department of Music presents a free concert featuring pianist Lennart Rabes at noon in MacKinnon 107.

BGLAD Awareness Days - *RESPECT*, an educational drama, begins at 3 p.m. in the Eccles Centre.

Drama - The one-woman play *Haunted by God: The Life of Dorothy Day* begins at 7:30 p.m. in lower Massey Hall.

Music - "A Night of Worldbeat Jazz," featuring percussion and rhythm from around the world, begins at 7:30 p.m. in the University Club. The event is sponsored by World University Service of Canada and the Indian Students Association. Admission is $5.

FRIDAY, NOV. 4

Crop Science Symposium - "Pasture Science: Issues and Development" is the topic of a two-day symposium in the UC. For more information, call Prof. Ann Clark, Ext. 2508.

Nutritional Sciences Seminar - Prof. Terry Graham, Human Biology, considers "Caffeine and Metabolism During Exercise" at 11:10 a.m. in Animal Science/Nutrition 141.

Biomedical Sciences Seminar - Graduate student Rabin de la Fuente talks about "Differential Staining of Trophectoderm and ICM Cells in Mammalian Embryos: A Chemical Approach" at noon in OVC 1642.

BGLAD Awareness Days - A discussion of "Queer Culture" runs from 2 to 5 p.m. in UC 103. A wrap-up discussion called "Making the Links Part 2: What Now?" begins at noon in the OTAS lounge.

Evolution/Systematics Seminar - "Biology and Conservation of Giant Pandas" is the topic of Devra Kleiman of the Smithsonian Institution at 3:10 p.m. in Axelrod 259.

Latornell Lecture - James Patterson of Ducks Unlimited Canada discusses "Sustaining Canada's Environment and Economy Through Entrepreneurial Conservation" at 7 p.m. in Thornbrough 100.

SATURDAY, NOV. 5

Art Auction - Thirty wooden boxes transformed into works of art by artists, architects and designers go on the auction block at the MacDonald Stewart Art Centre to raise funds for the art centre and the Guelph civic centre. A reception begins at 8 p.m.; the auction is at 9:30 p.m. Admission is $10.

SUNDAY, NOV. 6

Cycling Club - A 35-kilometre ride to Maryhill and a 25- to 35-km off-road ride leave from the UC south doors at 10 a.m.

Arboretum - A hike to the nature reserve to view different habitats and interesting wildlife leaves from the nature centre at 2 p.m.

MONDAY, NOV. 7

HAFA Seminar - Janet Poppendieck of Hunter College discusses "Emergency Food: Reinventing Charity" at 12:10 p.m. in Landscape Architecture 204. The seminar is co-sponsored by the division of applied human nutrition in the Department of Family Studies.

Nutritional Sciences Seminar - "Retinol and the Premature Lung" is the topic of David Lee of St. Joseph's Health Centre in London at 11:10 a.m. in the Animal Science/Nutrition Branion Room.

Sigma XI Lecture - Thomas Homer-Dixon of the University of Toronto talks about "Food Scarcities and Violent Conflict" at 4:10 p.m. in Richards 124.

TUESDAY, NOV. 8

Animal and Poultry Science Seminar - Graduate student Jakub Babol discusses "Causes and Measurement of Boar Taint in Entire Male Pigs" at 11:10 a.m. in Animal Science/Nutrition 141.

Our World - Kath Beaven of the Centre for International Programs considers "U of G Involvement in International Activities" at noon in UC 103.

Mathematics and Statistics Seminar - Graeme Wake of Massey University, New Zealand, talks about "The Regulation of an Age-Structured Population by a Fatal Disease with or Without Dispersive Effects" at 3:10 p.m. in MacNaughton 201.

Student Leadership Series - "Balancing Your Act" is the topic at 5:10 p.m. in the Eccles Centre.

WEDNESDAY, NOV. 9

Food Science Seminar - Graduate student Michael Childs offers "A Child's View of Zambia" at 10 a.m. in Food Science 202.

Concert - McGill University music professor Tom Williams performs on violin and viola at 12:10 p.m. in MacKinnon 107. Accompanist is Elise Desjardins. Admission is free.

International Development Series - Prof. Sally Humphries, Sociology and Anthropology, talks about "Land Use and Farmers' Research Among Migrants in the Tropical Hillsides of Northern Honduras" at 12:10 p.m. in MacKinnon 237.

Biochemistry Seminar - Graduate student Yolanda Krupski considers "Modulation of P-Glycoprotein Function by Phosphorylation and Lipid Environment" at 12:10 p.m. in MacNaughton 222.

THURSDAY, NOV. 10

Animal and Poultry Science Seminar - Graduate student Antonius Subiyatno talks about "Supplemental Chromium for Dairy Cows: Responses to Glucose Infusion and Early Lactation Performance" at 10:10 a.m. in Animal Science/Nutrition 141.

Pathology Seminar - Graduate student Joseph Mallia discusses "Aflatoxin Resistance During Neoplastic Progression of Rat Hepatocellular Carcinomas" at 11:10 a.m. in Pathology 2152.

Concert - The Department of Music presents a free concert featuring the Kubica-Van Berkel Guitar Duo at noon in MacKinnon 107.

FRIDAY, NOV. 11

Nutritional Sciences Seminar - Graduate student Choi-Lan Ha discusses "The Immune System of the Intestinal Mucosa in Weanling Murine Protein-Energy Malnutrition" at 11:10 a.m. in Animal Science/Nutrition 141.

WORSHIP

Roman Catholic Eucharist is celebrated Sundays at 10:10 a.m. in Thornbrough 100.

The Open Door Church (Anglican/United/Presbyterian) runs Sundays at 7 p.m. in UC 533.

Care of the Soul, a Thursday session of prayer and music, begins at 12:10 p.m. in UC 533.

Womanspirit, a spirituality circle open to all women, runs Fridays at 12:10 p.m. in UC 533. ☐

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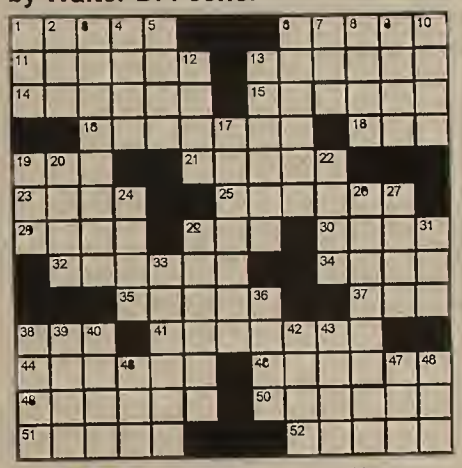

ACROSS

1. Rub it in
6. Clammy
11. Complete works of a writer
13. ___-faire
14. Circuitous route
15. Hypnotic state
16. Suffer on a hot day
18. Celestial expanse
19. Snow shoe
21. Deviation from accuracy
23. Spreads hay
25. Relieve of tension
28. Scope
29. Memorable sayings
30. Courtroom railings
32. Dear companion
34. Plant disease
35. Of limited size
37. Ratite bird
38. Large tank
41. Forms images
44. Soft drink flavor
46. Change by umlaut
49. Supply with facts
50. Call by gesture
51. Raison ___
52. Storage structures

DOWN

1. Superhuman being
2. Protective shelter
3. Foreigner
4. Profess
5. Bona fide
6. Spinal cord substance
7. Macrogametes
8. Charged particles
9. Not so hot
10. Card's three
12. ___ Stanley Gardner
13. Breastbones
17. Move on casters
19. Railway stop: abbr.
20. Saw notch
22. Leaf veins
24. Ancient Egyptian capital
26. Eponym
27. Stir up interest
29. Head wreath
31. R-V connection
33. French royalist abroad
36. English essayist
38. Empty space
39. English composer
40. 27th president
42. Mon. follower
43. Use a burin
45. Negative word
47. Ivy clump
48. Printer's measures

For crossword solution, see page 2.

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Ozone scare as real as ever, says scientist

by Tammy Grime
and Owen Roberts
Office of Research

Society may be getting lulled into thinking that the solution to ozone depletion is at hand, says Prof. Beverley Hale, Horticultural Science.

Hale, who is chair of the Canadian Institute for Research in Atmospheric Chemistry, says the Montreal Protocol — an international ozone pact signed in Montreal in 1987 by 23 countries (and which now includes 80 countries in total) — has created an illusion that the ozone problem has been solved. In reality, it has not, she says.

Speaking at the International Conference on Ozone Depletion and Ultraviolet Radiation in Victoria, B.C., earlier this year, Hale said the focus of the pact was to set a safe and reasonable timetable to roll back production of ozone-depleting substances such as chlorofluorocarbons (CFCs). According to the timetable, however, pre-industrial levels of ozone won't be reached until 2050. A lot of damage could occur by then, she says. "Who knows what will happen between now and when the Montreal Protocol is predicted to restore the ozone layer?"

She says there's a belief in some environmental circles that "it's not necessary to put more money into assessing the impact of ozone depletion because everyone has agreed to the protocol and the situation will start improving. But its success is far from guaranteed."

Hale, who is also a research team leader in the Canadian Network of Toxicology Centres, is particularly concerned about the potential impact of ultraviolet-B (UVB) radiation on unmanaged aquatic and terrestrial ecosystems, such as wild stocks of fish, plants and wildlife. UVB is absorbed by the DNA in cells and plant growth hormones, which can cause changes in molecular structure, shape, quality, taste and appearance of plants and wildlife.

"These changes could result in significant shifts in natural food webs and ecosystems," she says.

Funding for research into the effects of ozone on these ecosystems has been "woefully inadequate," says Hale. Unlike production-agriculture commodities and species, no agreed-on monetary value has been assigned to most unmanaged ecosystems. That means they're a low priority for research funding, she says.

In addition, "nobody's come up with the smoking gun. Nobody's proven that ultraviolet radiation is more than a contributing factor to ecosystem ills. If it was the sole reason for damage, it would be easier to attract research support."

Meanwhile, atmospheric degradation continues. Chlorine levels in the atmosphere caused by CFCs and other substances have yet to peak. Ozone depletion has climbed to as much as 20 per cent during winter months, allowing the amount of UVB penetration through the atmosphere to reach dangerous levels. Humans are now warned daily of UV danger by a broadcast UV index, to help stave off conditions such as reduced immune response, malignant melanoma, basal cell and squamous cell carcinoma, retina damage and premature aging.

Hale says there's been little acceptance of the possibility that the Montreal Protocol won't beat ozone depletion in the projected time frame. But perhaps there will be new threats, she says. Perhaps some signatories will renege on the pact in the name of badly needed economic development.

"If that's the case, we may find ourselves very unprepared to deal with the possible resulting environmental threats." ❐

NSERC supports geoscience projects

The Natural Sciences and Engineering Research Council will provide $1.15 million in 1995/96 for geoscientific projects that complement the seismic programs and contribute in a significant way to the scientific goals of trans-Hudson Orogen, Alberta Basement, Eastern Canadian Shield Onshore-Offshore, Slave-Northern Cordillera Lithospheric Evolution and Western Superior.

The deadline for applications is Dec. 23. More information is available from the Office of Research, Ext. 6927. ❐

Carving out a niche

HAFA student Alison Smith gets into the spirit of Halloween et a pumpkin-carving contest held last week by the FACS Student Administration Council. The jack-o'-lanterns were donated to children's wards at local hospitals.

Photo by Maurice Oishi, University Communications

Eco-House stresses environmental awareness as a way of student life

by Leigh Funston
Office of Research

The newest hopeful in U of G's living/learning centre (LLC) family is Eco-House. Started as an environmental theme suite at East Residences last year, Eco-House was approved as a one-year pilot project — the first step to becoming an LLC — in a new location on the first floor of Lennox-Addington Hall.

Established at Guelph some 20 years ago, living/learning centres encourage students to put classroom knowledge into practical everyday use. Other LLCs on campus are Arts House, International House and French House.

Eco-House programmer Steven Bereznai says its establishment as an LLC will enable it to "reach the broad range of people excited to be part of a living environment that allows learning in a way that classrooms simply cannot."

Eco-House accommodates about 25 students interested in exploring ecological issues while practising better ways of befriending their environment.

Eco-House is tackling hands-on projects such as vermi-composting and energy and water conservation, complemented with guest speakers and presentations on various environmental issues. The goals are to educate, promote environmental awareness and encourage positive ecological change.

After its one-year pilot period, the house will be evaluated by the Senate Committee on University Planning to determine if it has met its goals. If it has, Student Housing Services will recommend that Eco-House become a full-fledged LLC.

Bereznai says Eco-House will "provide answers and start the students questioning the high-consumption lifestyle prevalent in North America. Cross-cultural comparisons can be made, and from there, the threat to the ecosystem can be put into a global perspective."

The search for alternative ways of living that take environmental costs into account is a global trend, he says.

"Eco-House demonstrates that Guelph is not being left behind in this challenging search, but is, in fact, one of the leaders."

Eco-House was originally supported by the Alma Mater Fund's Gordon Nixon Leadership Award.

For more information, call the Faculty of Environmental Sciences in Blackwood Hall, Ext. 4800. ❐

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AT GUELPH

Total to date: $134,840

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FIRST GLANCE

Lest we forget

The annual campus Remembrance Day service will be held Nov. 11 from 10:55 to 11:15 a.m. in War Memorial Hall. Classes will be withdrawn from 10:45 to 11:30 a.m. so that all members of the University community can participate in the service.

The ceremony will include music by the U of G Singers, an address by administrative vice-president Charles Ferguson, a prayer led by Rev. Lucy Reid and a reading by Lesley Isaacs of the Central Student Association.

Xmas schedule

At Guelph will publish weekly until Dec. 14, which will be the final issue of 1994. The first issue in the new year will appear Jan. 11. The deadline for submitting news and information is noon on the Wednesday before publication.

Inside:

MacKinnon gets breath of fresh air 3

Nature magazine top pick in library 3

A smart egg gets cracking 5

The winners are . . . 8

Thought for the week

Now when I bore people at a party, they think it's their fault.

Henry Kissinger

DOWNTOWN GUELPH

Happy birthday, UC!

Hundreds of people turned out to help the University Centre celebrate its 20th anniversary last week by devouring a 200-kilogram (500-pound) cake in less than an hour. Chefs Joe and Domenico Ranalli and baker Maurice Loustaunau started baking the cake at 4 a.m. and made the behemoth out of 50 large slab cakes, laid out like bricks. Ceremonial cake cutters were president Mordechai Rozanski, former U of G president Bill Winegard, Lesley Isaacs of the Central Student Association and David Ogden of the Graduate Students' Association. Photo by Maurice Oishi

Search on for provost and VP

The University invites nominations and applications for the position of provost and vice-president, academic. A selection committee is searching for an individual to take office after academic vice-president Jack MacDonald completes his term Aug. 31, 1995.

The provost and academic VP is the chief academic officer of the institution and principal adviser to the president. This individual provides leadership in campus-wide planning and resources allocation in consultation with the president, and is responsible for the teaching, graduate studies, faculty development and international programs of the University.

President Mordechai Rozanski, chair of the selection committee, says Guelph is looking for a candidate with a distinguished academic record in teaching and research and administrative experience. Nominations need not be restricted to U of G, he says.

Applications and nominations, including a detailed curriculum vitae where possible, should be submitted by Dec. 15 to search committee secretary Barbara Abercrombie on Level 4 of the University Centre.

Members of the selection committee include undergraduate student Laura Beattie, CPES dean Iain Campbell, graduate student Dale Dickinson, Ron Elmslie of Computing and Communications Services, Prof. Ken Kasha of the Department of Crop Science, B of G member Tanya Lonsdale and Prof. Mike Matthews, Psychology. ❐

Three business leaders bring B of G to full complement

Three prominent Canadian business leaders have joined Board of Governors for three-year terms. Beverly Mascoll, president of Mascoll Beauty Supply Ltd., and Louise Tremblay, senior vice-president of resources at CBC Ottawa, are lieutenant-governor order-in-council appointments. John Oliver, president of DowElanco Canada Inc., is a board appointee.

Beverly Mascoll

Mascoll formed her company in 1970 to cater to the needs of black consumers. According to a recent article in *The Toronto Star*, she parlayed $700 in savings into one of Canada's largest distributors of beauty products for both the ethnic and mainstream markets.

Louise Tremblay

Tremblay was named to her CBC position this summer after 10 years with Canadian Satellite Communications, Inc., where she served as chief operating officer.

She received her B.Sc. from Ecole des Hautes Etudes Commerciales in 1978 and her chartered accountant designation in 1980.

Oliver, a 1961 graduate of OAC, served as vice-president of Eli Lilly Canada Inc. from 1976 to 1989 and became president of DowElanco in 1989.

John Oliver

"U of G is again fortunate to attract such talented people to serve on its board," says president Mordechai Rozanski. "Each of our new members adds lustre to our institution and brings the experience and wise counsel that makes our board such an important and valuable source of guidance."

Other recent appointees to Board of Governors are Senate appointee Prof. David Prescott, Economics, undergraduate students Chris Niebler and Ann Bilanski, and graduate student Daniel Sellen.

These appointments bring the board to its full complement of 24 members. ❐

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by David Waisglass
Gordon Couthart

"Of course, in the real world, there's no such thing as *free parking*."

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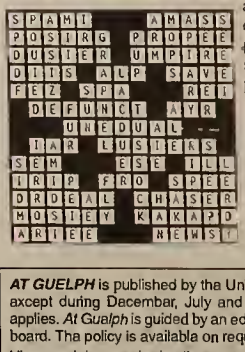

Ontario district health councils aim to streamline long-term care

by Margaret Boyd
University Communications

District health councils throughout Ontario are busy planning ways to enhance community-based health and social services.

"The changes are part of a long-term care (LTC) reform process and should provide better coverage and access to services," says Prof. Joseph Tindale, Family Studies. Tindale chairs a local district health council subcommittee of the LTC Planning Committee co-ordinating long-term care, and has in the past helped the Ontario Public Health Association prepare briefs on the LTC reform process.

"LTC reform should provide a version of one-stop shopping," says Tindale. "It's hoped that there will be one straightforward method for consumers to gain access to the LTC system."

This means, for example, that one location can be accessed to find alternatives to hospital beds for elderly persons or to learn how to get help for a relative with Alzheimer's. Currently, community health services are run by separate agencies that serve specific needs.

The new provincially mandated system will streamline existing community health and social services and, where appropriate, change the mode of provision. For example, a range of services such as Meals on Wheels, homemaking and nursing would be available through one local organization.

These umbrella organizations will probably be known as Multi-Service Agencies (MSAs) and include multiple assessment teams. Their role will be to determine with the client what services are needed — ranging from a mobility bus to home care or day care.

The government hopes to have at least some MSAs (or their alternatives) up and running by January 1995. Others will take longer to implement, says Tindale. Although the overall program is provincially mandated, each community will make decisions about implementation. The Wellington LTC Planning Committee, for example, has three subcommittees — dealing with service provision, consumer perspective and co-ordination.

"There will be local flexibility as to how to offer the provincially mandated programs and what other health and social services they might wish to offer," he says.

The entire process has been driven by community involvement, says Tindale, and it's crucial that consumers be involved throughout. In fact, once the programs are implemented, it's expected that consumers will sit on review boards to monitor the effectiveness of the programs.

"The district health councils are currently seeking community consultation regarding what and how services should be provided," he says. ❐

OVC auction nets $1,600

OVC students raised more than $1,600 last week in a unique auction of items donated by more than 20 faculty in the college. The offerings ranged from a dinner for two at the Shakespeare Arms donated by Prof. Brian Derbyshire, Veterinary Microbiology and Immunology, to a chance to assist Prof. Michael O'Grady, Clinical Studies, in live heart surgery.

The highest bidding went for a trip for one to attend the opera in New York City. Donated by Prof. Alastair Summerlee, Biomedical Sciences, it raised $190. Pasta making and dinner for four with Prof. Jeffrey Thomason, Biomedical Sciences, earned the second highest bid of $185.

The money raised will be used to help undergraduate OVC students attend the Canadian Veterinary Students' Association conference in P.E.I. in January. ❐

PUBLICATIONS

"Genetic Impact on the Risk of Intramammary Infection Following *Staphylococcus Aureus* Challenge" is the title of an article by postdoctoral fellow Ynte Schukken and Prof. Ken Leslie, Population Medicine; Prof. Bonnie Mallard, Veterinary Microbiology and Immunology; Prof. Jack Dekkers, Animal and Poultry Science; and Michael Stear of the University of Glasgow. The article appeared in the *Journal of Dairy Science* 77.

Mallard is also author with graduate student Xiaoguo Chang and Prof. David Mowat, Animal and Poultry Science, of "Proliferation of Peripheral Blood Lymphocytes of Feeder Calves in Response to Chromium," which was published in *Nutrition Research* 14.

"The Manager/Customer Relationship in Foodservice Commissary Operations," an article by Prof. Cathy Ralston, HAFA, appeared in *FIU Hospitality Review*.

"Nutritional Quality of Foods Served in Contracted Second-Level Lodging Homes," a paper by Prof. Donna Woolcott and sessional instructor Margaret Hedley, Family Studies, and Helen Tomasik of the Hamilton-Wentworth department of public health services, appeared in the *Journal of the Canadian Dietetic Association* 55.

Technician Robin Parks, Prof. Brian Derbyshire and Prof. Eva Nagy, Veterinary Microbiology and Immunology, and Prof. Prof. Peter Krell, Microbiology, are authors of "Studies of Fowlpox Virus Recombination in the Generation of Recombinant Vaccines," which appeared in *Virus Research* 32.

The Encyclopedia of Hospitality and Tourism contains articles by Prof. Margaret Shaw, HAFA, on "Hotel Pricing" and by Prof. Bob Lewis, HAFA, on "Marketing in the Lodging Industry." Shaw is also author of "Positioning and Price: Merging Theory, Strategy and Tactics" in *The Journal of the Canadian Hospitality Institute*.

"Preliminary Characterization of the Structural Proteins of the Coronaviruses, Sialodacryoadenitis Virus and Parker's Rat Coronavirus," an article by graduate student Michael Barker and Prof. Dean Percy, Pathology, and graduate student Donna Hovland and Prof. Janet MacInnes, VMI, appeared in the *Canadian Journal of Veterinary Research* 58.

"Folate Bioavailability from Milk-Containing Rat Diets is Affected by Altered Intestinal Biosynthesis of Folate," written by graduate student Gina Semchuk and Prof. Debbie O'Connor, Family Studies, and Prof. Brian Allen, Mathematics and Statistics, appeared in the *Journal of Nutrition* 124.

O'Connor is also author with graduate student Mary Donnelly-Vanderloo, Family Studies, and Prof. Mohamed Shoukri, Population Medicine, of "Impact of Pasteurization and Procedures Commonly Used to Rethermalize Human Milk on Folate Content," which was published in *Nutrition Research* 1. ❐

PEOPLE

Winners of the College of Social Science Founders Graduate Scholarships in the Department of Political Studies are MA students Megan **Edwards** of Elora and Bessma **Momani** of Pickering.

An exhibition of watercolors by retired English professor **Allan Austin** will be on display at Framing and Art until Nov. 19.

Prof. **Margaret Shaw**, HAFA, and FACS dean **Michael Nightingale** were awarded the 1994 best paper designation at the annual conference of the International Council on Hotel, Restaurant and Institutional Education (CHRIE) in Palm Springs.

Their winning paper is entitled "Scholarship Reconsidered: Implications for Hospitality Education." CHRIE is a non-profit organization of educators, educational institutions and hospitality/tourism corporations and associations. ❐

GRAD NEWS

The final oral examination of **Alfonso Clavijo**, a PhD candidate in the Department of Veterinary Microbiology and Immunology, is Dec. 9 at 9 a.m. in Room 101 of Veterinary Microbiology and Immunology. The thesis title is "The Application of Molecular Biological Techniques to the Diagnosis of Caprine Arthritis-Encephalitis Virus Infection." His adviser is Prof. Eva Nagy.

The final examination of **John Smithers**, a PhD candidate in the Department of Geography, is Nov. 18 at 9 a.m. in Room 234 of the Hutt Building. The thesis is "Regional Agricultural Adjustment of Climatic Variability and Change: Concepts and Methods." His adviser is Prof. Barry Smit.

Interested members of the University committee are invited to attend. ❐

APPOINTMENTS

Helen Hoy of Toronto will join the Department of English as an associate professor July 1, 1995.

Eric Poisson of the California Institute of Technology in Pasadena will become an assistant professor in the Department of Physics Sept. 1, 1995.

Prof. Marjorie Wall, Consumer Studies, has been named chair of the department for a three-year term that begins July 1, 1995.

Heather Watson has changed employment from clerk in Hospitality and Retail Services to accounting clerk in the Department of Zoology. ❐

AT GUELPH is published by the University of Guelph every Wednesday except during December, July and August, when a reduced schedule applies. *At Guelph* is guided by an editorial policy and an editorial advisory board. The policy is available on request at Ext. 3864.

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At Guelph top stories and coming events can also be accessed on GRIFF.

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Executive editor: Sandra Webster, Ext. 3864.
Editor: Barbara Chance, Ext. 6580. **Writer:** Maurice Oishi, Ext. 2592.
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Please Recycle

Latornell wing dedicated

U of G officially opened the Latornell wing of Blackwood Hall Nov. 4, honoring Arthur Latornell, a 1950 graduate of OAC who died in 1991 after a 40-year career with the Ontario Ministry of Natural Resources. On hand for the dedication, above, are Latornell's brother Fred, left, sister-in-law Mary and president Mordechai Rozanski. A lecture named in Latornell's memory was inaugurated following the dedication.

Photo by Maurice Oishi, University Communications

MacKinnon Building upgrade will bring breath of fresh air

by Maurice Oishi
University Communications

Occupants and users of the MacKinnon Building will breathe easier as Physical Resources begins to implement changes recommended in its air-quality report for the building.

The building's three major areas — the office tower, the main classroom corridor and the wing that houses the performing arts facilities — each suffer from distinct air-quality problems. Changes to the air-circulation and heating systems will rectify most of these problems, says Lloyd Cummins of Building Environmental Systems, but completion of the project must await the installation of a major environmental control system.

The system, which will monitor air quality, temperature and energy use in half the buildings on campus, will replace the current aging system, says Cummins. Installation is expected to begin during the winter semester.

But most of MacKinnon's problems will be overcome by readjusting the existing air and heat system, he says.

One complaint from students involves the hot, stuffy air in classrooms. Elevated carbon dioxide levels are at the root of the problem, he says.

The classroom area of MacKinnon is ventilated and heated with a mixture of fresh and recycled air. Physical Resources will increase the fresh-air content, partly by installing two new control systems, says Cummins.

"We try to keep levels at or below 600 ppm (parts per million) except for brief periods of time. Most of the literature advises levels below 1,000 ppm."

Carbon dioxide sensors will also be installed as part of the environmental control system.

The air in the performing arts area of MacKinnon occasionally smells of chemicals from the Department of Drama's set workshop and other work areas. Reducing the air pressure in these rooms will keep the odors from spilling into the hall.

"Air will move into the room, not out of it and into the hall," says Cummins.

At the same time, a new push-button timer will allow room users to activate fans that will draw only fresh air into the workshop areas during peak times. A new dust-collection system will also be installed to serve the wing.

The office tower suffers from two unique problems. Direct sunlight causes uncomfortably hot offices, and condensation causes water damage during the summer.

Tinted window films will screen out specific types of sunlight, eliminating 30 to 80 per cent of the temperature increase caused by sunlight.

Condensation problems, the result of moist summer air contacting cooled coils in the ventilation system, should be overcome with the installation of the control system, says Cummins. The tower is heated, cooled and ventilated by one system. Doing each job involves manipulating a number of variables, resulting in an overloaded computer and an uncomfortable working environment, he says.

It will probably cost $170,000 to implement the recommendations in the air-quality report for MacKinnon (excluding the installation of the campus-wide control system). U of G facilities renewal money and energy conservation funding from Ontario Hydro will cover the cost. ❐

Researchers attract close to $770,000 in NSERC funding

Guelph faculty have realized a significant increase in this year's Natural Sciences and Engineering Research Council (NSERC) strategic funding competition, netting nearly $770,000 in new research support. U of G received support for 10 new three-year projects. Total funding is $150,000 more than last year.

Four research groups based in the Department of Crop Science received new support.

- Profs. Ken Kasha and Bryan McKersie received $216,600 for barley improvement through gene transformation.
- McKersie and Prof. Steve Bowley were awarded $100,500 with Prof. Brian McBride, Animal and Poultry Science, to develop high-energy alfalfa.
- Profs. Clarence Swanton and Tony Hunt, along with Prof. Al Weersink, Agricultural Economics and Business, and Susan Weaver of Agriculture and Agri-Food Canada, received $234,000 to develop and implement weed-management systems.
- Prof. Matthijs Tollenaar and adjunct professor Lianne Dwyer were awarded $268,000 to study nitrogen use efficiency in maize.

Two awards went to the Department of Horticultural Science.

- Profs. Bernie Grodzinski, Jim Tsujita and Mike Dixon were awarded $274,000 with Prof. Jonathan Schmidt, Environmental Biology, to investigate reducing pesticide use by controlling thrips and whiteflies with high carbon dioxide levels, while enhancing yield and quality.
- Profs. Dennis Murr and Gopi Paliyath received $193,500 to develop a biochemical production strategy for superficial scald in apples.

Murr also received a $20,200 NSERC strategy equipment award for a computerized gas chromatograph.

Five other NSERC awards went to U of G researchers.

- Prof. Ann Gibbins, Animal and Poultry Science, received a $14,460 NSERC strategic conference award for "Manipulation of the Avian Genome II."
- Profs. Mansell Griffiths, Food Science, and Carlton Gyles, Veterinary Microbiology and Immunology, received $210,000 to study the role of verotoxigenic E. coli in human infection and their detection. Also involved in this project are Roger Johnson, Susan Read and Robert Clarke of Agriculture and Agri-Food Canada and Arlene Yee of the Ontario Ministry of Agriculture, Food and Rural Affairs.
- Prof. Jacek Lipkowski, Chemistry and Biochemistry, received $210,000 for his work on optimizing the process of electrolytic production of nickel.
- Prof. Eva Nagy, Veterinary Microbiology and Immunology, and Profs. Cecil Forsberg and Peter Krell, Microbiology, were awarded $183,000 to develop fowl adenovirus as a vaccine for Newcastle disease.
- Prof. Steven Rothstein, Molecular Biology and Genetics, received $309,000 with Daphne Goring of York University for their work on modifying self-incompatibility genes to develop an efficient pollen-control system for breeding hybrid canola. ❐

MET sets new URIF deadline

The Ministry of Education and Training has just announced that there will be another deadline for the University Research Incentive Fund this year. The new deadline is Dec. 1. For information about applying to the fund, call Barbara Leachman in the Office of Research at Ext. 8761. ❐

Nature *magazine top pick among library users*

by Maurice Oishi
University Communications

Library users read the science journal *Nature* more than any other periodical, including magazines like *Maclean's* and *Time*, a year-long study has found.

The study tracked use of the library's 6,499 periodicals, identifying those used extensively and those rarely pulled from the shelves. In part, the effort will help the library and academic departments trim back the subscription list at a time of escalating journal prices and limited financial resources, says acting chief librarian Ron MacKinnon.

"Periodical costs are among the largest single budget items in the library's budget," says MacKinnon. "Getting a good handle on the cost effectiveness of allocating those financial resources is vitally important."

Monitoring periodical use on an ongoing basis will prove useful for long-term planning in the library, says Lorne Bruce, head of library collections development. "We haven't had hard data on periodical use."

The information will be valuable in learning how user traffic varies seasonally and by discipline, says Bruce. It will also help the library determine how best to deploy its staff to meet the needs of users.

According to the study, these were the most heavily used titles, based on their floor locations in the library:

- Humanities: *Psychological Reports*, *Child Development* and *American Psychologist*.
- Science: *Nature*, *Science* and *Journal of Biological Chemistry*.
- Social Science: *Economist*, *Sex Roles* and *Journal of Sex Research*.
- Veterinary Science: *Journal of the American Veterinary Medical Association*, *New England Journal of Medicine* and *Lancet*.

The most commonly read general-interest publications were *Maclean's*, *Newsweek* and *Time*. Some publications were not referred to at all.

The use of periodical volumes published in the last five years was measured in two ways. Users recorded each time they read a publication by putting a check mark on a label affixed to the cover. Library staff marked down each time an issue or bound volume was reshelved. A total of 197,000 user and 256,000 staff check marks were recorded since September 1993.

The survey results will be used to analyse periodicals on a dollar-per-use basis, says MacKinnon. Some journals cost as much as $12,600 a year.

Used in conjunction with an earlier list drawn up by faculty of "core" or essential journals in the library collection, the survey will help the University decide which periodical titles to add or cancel. It will also help determine when periodicals can be put into storage to free up library shelf space.

The library is developing procedures to begin bar coding all incoming periodicals, says MacKinnon. This will enable staff to monitor journal use more efficiently and effectively than has been possible in the past, he says. ❐

Government urged to rethink policies related to climate

by Steve O'Neill
Office of Research

Government should accept the reality of climatic variability and stop compensating those who choose to ignore it, says Prof. Barry Smit, Geography.

Smit says Canada's social policies are well-intentioned, but are out of step with both climatic and economic realities.

At a time when tax dollars are stretched to the limit, government policies are supporting risks such as building property in flood-prone areas and growing drought-prone crops in high-drought areas, he says.

Smit believes that government policies offering compensation for damage caused by weather conditions encourage "risky" investments.

Shifted from farmers

"Our economic and policy system works in such a way that the cost for lost crops is largely shifted from the farmers," he says. He notes that some prairie farmers actually made more money through compensation in drought years than they did selling their crops after productive yields.

A similar situation occurred last year after New Brunswick's St. John River flooded, as it has done several times before. Homeowners who built on the banks of the river were compensated for the loss from the public purse.

Smit is chair of the Task Force on Climate Adaptation, a group of academics, industry members and representatives of government agencies that is dedicated to exploring the effects of climate changes on human activity and the adaptation that takes place in the face of those changes.

The task force recently published *Adaptation to Climatic Variability and Change*, a document that Smit says examines how social systems adjust to climate change — and why some don't.

"It attempts to consider the issue of public interests versus private ones," he says. "Sometimes farmers and homebuilders will choose to take risks in the face of climatic variability. The question is, why should the general taxpayer take financial responsibility for those risks?"

Smit says farmers could be caught in the middle of this situation. He cites the example of New Zealand, which in the mid-1980s had farm-support programs similar to Canada's, but dropped them virtually overnight because of a burgeoning national debt. He wants the matter dealt with before that happens here and leaves farmers in disarray.

"In New Zealand, farmers no longer had a fallback, and many quit farming entirely," he says. "Such a situation could occur in Canada."

And until government policies are changed, farmers will have little impetus to diversify or adapt in other ways, says Smit.

Conceivably, many could grow crops more suited to the climate in their areas, but public programs don't support such adaptations.

"A farmer who has historically grown one type of crop will be compensated if it fails, but won't receive any subsidies for trying an alternative crop if *it* fails," he says.

Likewise, there is little demand for available information and resources for alternatives as long as bailouts exist, he says.

Smit says that although concerns about global warming have brought attention to the dangers posed by long-term climatic change, there are costs associated with the natural variability in climatic conditions. And there are opportunities to adapt.

"Variability is a fundamental feature of climate," he says. "Quite apart from global warming, we will still see significant weather fluctuations from year to year. So it makes sense to consider the risks associated with that variability."

The Task Force on Climate Adaptation was commissioned by the Canadian Climate Program, which is supported by federal and provincial agencies and industry organizations. ❐

Can you picture this?

Visualization centre puts images on paper without a darkroom

by Maurice Oishi
University Communications

A computing facility in the basement of the Animal Science and Nutrition Building may prove a boon to researchers who need to produce technical photographs but hate to work in a darkroom.

The three-year-old visualization centre may be the ticket for those who have specialized graphics needs and don't know where to start.

To date, it's been used for applications ranging from compiling an illustrated catalogue of Emily Carr's paintings to digitally storing and analysing X-rays from horses.

Nonetheless, its range of uses hasn't been fully tapped, says Dave Bruce, an analyst in Computing and Communications Services (CCS).

The centre is a far cry from facilities typically used to produce photograph plates for manuscripts. Well lit, it's devoid of trays for chemicals. Computers replace photographic enlargers.

What may look familiar are the two scanners. One looks like a desktop photocopier; the other resembles a camera. And, in fact, they function likewise, except that instead of images being captured on paper or photographic emulsion, they're turned into computer files.

In this format, the images can be manipulated more easily than in a darkroom, using software packages like PhotoStyler and Photoshop.

The flexibility of the facility accommodates projects such as capturing images from a light microscope for digital analysis, scanning of electrophoretic gels, analysing soil sample cores using ultraviolet light and generating archival images of fossils.

In addition to specialized project-specific uses, researchers and a growing number of instructors have used the facility for less esoteric purposes, such as transforming slides and microfilm into color images (and vice versa) and compiling figures and text into a lab manual.

Bruce says the equipment in the visualization centre is capable of capturing high-resolution images in the form of electronic bits and bytes, recognizing up to 16.7 million tints and hues, "more colors than the eye can see." But one element missing at the centre is a high-resolution printer. He notes, however, that the system is hooked directly to the high-speed network, allowing researchers to print their files directly on the campus Docutech printer. The resulting black-and-white images are of slightly higher resolution than a newspaper photo.

Compile catalogue

Prof. Gerta Moray, Fine Art, turned to the centre when she wanted to compile a catalogue raisonné of the works of artist Emily Carr. The material came in a variety of forms, including museum photos and some published images. "It was an excellent way of compiling images into an image bank, which may ultimately be published as a catalogue," Moray says.

Although she used the Docutech printer to produce her document, some users of the visualization centre turn to off-campus service bureaus (the digital equivalent of a commercial darkroom) to convert their scanned images into high-quality photographic images and near-photo-quality color laser output.

Another advantage of the connection to the high-speed network is that it allows researchers to store large graphics files on their central computer accounts. Color images can easily consume the entire volume of a 40-megabyte hard drive.

Get fingers dirty

People interested in using the facility should be ready to get their fingers dirty, if only figuratively, Bruce says.

"It's not our intent to be a service centre where you drop off your stuff in the morning and pick it up at five. We've got the resources and equipment and we can show you how to do it yourself."

CCS is reviewing the visualization centre to assess the facility's effectiveness in meeting the research and teaching needs of campus.

Faculty, staff and students can contact Dave Bruce at Ext. 6352 or dbruce@gonzo.cs.uoguelph.ca with comments or to get more information about the centre. ❐

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Dr. Michael W. Fox,
Vice President,
Humane Society of the United States (HSUS)
will give a lecture on

Genetic Engineering Biotechnology: Ethical, Economic and Environmental Concerns

to be held

Tuesday, November 15 at 7:30 p.m.
(Discussion period to follow)
The Large Classroom (1714)
The Learning Centre
Ontario Veterinary College
University of Guelph

Dr. Michael W. Fox is best known for his fine effort in spearheading the movement to foster the ethical treatment of animals. He has authored over 40 books, the most recent entitled *SUPERPIGS AND WONDERCORN*. The book is an "eye-opening survey" of biotechnology and an "impassioned plea" to limit its use.

Again, we ask you to join us in listening to a world-renowned and respected veterinarian and scientist give his views on the controversial issue of Genetic Engineering Biotechnology: Ethical, Economic and Environmental Concerns.

For more information, contact
Andrea Rapitta
Executive Secretary, CANFACT
(519) 836-6590 or Fax (519) 836-9717

Eating a single enriched egg provides 36 per cent of daily recommended Omega-3 intake, says Prof. Steve Leeson. Photo by Trina Koster, Office of Research

A smart egg

Eating eggs with Omega-3 fatty acids translates into higher levels in the body

by **Kerith Waddington**
Office of Research

Thanks to U of G research, consumers can be smart eggs and eat them, too.

Researchers have found that eating eggs enriched with beneficial Omega-3 fatty acids translates into higher Omega-3 levels in the body. These fatty acids are believed to be important in helping to ensure optimal mental performance and visual acuity. They can also lessen the risk of cardiovascular disease.

The research team — Profs. Steve Leeson and Jim Squires and research associate Linda Caston, Animal and Poultry Science, and Prof. Bruce Holub and research assistant Bonnie Weaver, Nutritional Sciences — devoted their efforts to finding the right Omega-3-enriched diet for chickens, feeding it to them, then analysing the blood composition of study participants who consumed the chickens' unique eggs.

They found that eating a single modified egg provides 36 per cent of daily recommended Omega-3 intake.

"Egg modification through the manipulation of hens' diets gives consumers more choices and the chance to address specific health concerns," says Caston.

Laying hens fed ground flaxseed produce eggs with high quantities of both a-linolenic acid (LNA) and docosahexaenoic acid (DHA), Omega-3 fatty acids declared essential nutrients by Health and Welfare Canada. Human consumption of such eggs was found to increase total Omega-3 fatty acid levels, with the DHA status of the blood rising by up to 33 per cent. In addition, there was no significant increase in total cholesterol levels resulting from increased egg consumption.

With some LNA undergoing metabolic conversion to DHA in both animals and humans, and because hens are able to consume larger amounts of LNA sources than humans, future availability to modified eggs will be an additional or alternative source of dietary Omega-3 fatty acids for consumers.

Weaver believes such availability is not far off. "Industry will strive to answer consumer demands as the importance of Omega-3 fatty acids becomes known," she says.

Health Canada recently decided to allow eggs enriched with Omega-3 fatty acids to be labelled as such, says Leeson. Seven Ontario companies are now considering marketing these eggs, he says.

This research was supported by the Ontario Ministry of Agriculture, Food and Rural Affairs, Grand Valley Fortifiers in Cambridge, Ont., and Bumbrae Farms in Lyn, Ont. ❑

Co-ordinators appointed for OMAFRA animal programs

Further progress has been made in restructuring U of G's research agreement with the Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA). Co-ordinators have been named for the $9-million animal research program, the biggest program in the agreement.

Prof. Roger Hacker, Animal and Poultry Science, director of the animal research program, has announced the following species co-ordinator appointments:

- Aquaculture: Prof. Richard Moccia, Animal and Poultry Science.
- Beef: Prof. Jock Buchanan-Smith, Animal and Poultry Science.
- Dairy: Prof. John Walton, Animal and Poultry Science.
- Equine: Prof. Jeffrey Thomason, Biomedical Sciences.
- Pork: Prof. Robert Friendship, Population Medicine.
- Poultry: Prof. Steve Leeson, Animal and Poultry Science.
- Sheep and goats: Prof. Brian Buckrell, Population Medicine.

Hacker says the co-ordinators are all expert researchers in their discipline and have strong industry connections.

"Fostering co-operation off campus is a big part of what the co-ordinators will do," he says. "They will listen to the needs and concerns of the industry and help attract additional research support."

Other duties include overseeing management of the research stations for their particular species, promoting technology transfer from Guelph fields and laboratories to industry, and approving proposals from other researchers.

Among the areas of research interest in the animal program are genetics and breeding, nutrition, disease control, management, reproduction, product quality, production efficiency and health management.

Hacker says the new alignment further addresses the goal of running and managing the University/OMAFRA agreement like a business.

"This structure allows us to put more money into the hands of researchers, with less devoted to administration," he says. "That's where the investment in research has the biggest payoff."

Questions about the restructured animal research program are welcome. Call Hacker at Ext. 3648 or any of the species co-ordinators.❑

Scientists study vitamin D metabolite to treat leukemia

by **Margaret Boyd**
University Communications

The discovery of a cell pathway for vitamin D to signal through may pave the way for a new type of differentiation therapy for leukemia patients.

The use of an active metabolite of vitamin D known as calcitriol to help treat acute promyelocytic leukemia (APL) is being studied by Prof. Kelly Meckling-Gill and graduate student Mickie Bhatia of the Department of Nutritional Sciences. Bhatia has identified a novel pathway through which vitamin D signals.

It is believed that calcitriol will prove efficacious in a similar way to retinoic acid, currently being used in differentiation therapy.

Differentiation therapy uses an agent to stop immature cancerous cells from growing and to mature instead into potentially functional end cells. It is advantageous because it is less toxic than classic chemotherapy.

Retinoic acid, an active metabolite of vitamin A, has been used for five years in treating APL patients. This form of leukemia affects adults aged 18 to 80. Between 70 and 80 per cent of cases go into remission, but relapses are usually very aggressive.

Retinoic acid is generally used when patients go into relapse following standard chemotherapy. Its usefulness is limited because it has only a short-term efficacy; patients usually develop resistance. This particular form of leukemia lends itself to differentiation therapy because the specific genetic aberration responsible for the arrest in the maturation process, leading to the disease, is well understood.

It is hoped that calcitriol, in combination with another agent, will widen the scope of differentiation therapy. The major side effect of calcitriol treatment is an increase in blood calcium levels; it's hoped that analogs that don't alter calcium homeostasis could be used.

Bhatia has shown that APL cells will mature normally in a pathway distinct from the one induced by retinoic acid when calcitriol is used. APL cells are arrested at a point where they would normally choose between two maturation pathways. Retinoic acid stimulates maturation to neutrophils, and calcitriol to monocyte/macrophages; both cell types are important in the immune system. A paper by Bhatia, Kirkland and Meckling-Gill in *Leukemia* this month discusses these findings.

"If the patient is resistant to retinoic acid, we believe they would still respond to vitamin D," Bhatia says. "We hope this research will contribute to the design of a drug to use in a clinical setting."

The next task is to understand the mechanism of targeting specific pathways in a cell, says Meckling-Gill. Trying to understand how drugs work is relatively new to cancer therapy; the traditional approach is to "try a whole bunch of things that might work," she says.

Other types of tumor cells may also respond to retinoic acid and calcitriol. There is a lot of commonality in terms of which pathways are activated and which will respond, Bhatia notes. Retinoic acid may also be important in the future as a preventive treatment for high-risk people, Meckling-Gill says.

Their research is funded by the Natural Sciences and Engineering Research Council and the American Institute for Cancer Research.❑

RESEARCH AWARDS

The Ministry of Environment and Energy awarded $35,250 to Prof. **Narinder Kaushik**, Environmental Biology, for "Zebra Mussel Control" and $32,604 to Prof. **Gerald Mackie**, Zoology, to study "Ecological and Physiological Differences Between Zebra and Quagga Mussels."

The Ministry of Natural Resources provided the following support:

- $75,000 to Prof. **Ron Brooks**, Zoology, for the project "Scott Lake Amphibian Population."
- $13,500 to Prof. **David Noakes**, Zoology, for "Determination of Foraging Ecology and Habitat Selection for Young-of-Year Brook Char near the Riparian Zone in Algonquin Park Lakes."
- $12,500 to Prof. **Andy Gordon**, Environmental Biology, for "Adaptation of Site Index to Uneven Aged Forest Systems: A Case Study for Red Spruce in Ontario."
- $110,000 to Prof. **Alan Watson**, Arboretum, for the project "Ontario Tree Atlas."

The Pest Management Alternatives Office awarded:

- $18,000 to Prof. **Robert Hall**, Environmental Biology, for an "Integrated Systems Approach to Managing Verticillium Wilt of Potato."
- $42,720 to Prof. **John Laing**, Environmental Biology, for "Biological Control of Purple Loosestrife, *Lythrum Salicaria*."
- $40,800 to Prof. **John Sutton**, Environmental Biology, for "Biological Control of Botrytis Grey Mould *Botrytis Cinera* in Greenhouse Ornamentals." ❑

Funding deadlines

Dec. 8 is the deadline to apply for Arthritis Society multi-centre grants and research grants, and Centre for Studies in Defence Resources Management grants.

Due Dec. 16 are applications for NSERC's undergraduate student research awards for 1995/96.

Dec. 22 is the deadline to apply for Canada Council visiting foreign artists grants.

Applications are due Dec. 31 for the World Bank's Robert S. McNamara Fellowships.❑

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OUR COMMUNITY

Psychologist to discuss sharing household work

"Couples Sharing Household Work" is the topic of a public lecture by renowned cognitive psychologist Jacqueline Goodnow Nov. 23 at 7 p.m. in OVC's Lifetime Learning Centre.

Goodnow will be Winegard visiting professor in the Department of Family Studies Nov. 20 to 24. While on campus, she will meet with students and faculty, attend classes and lead a seminar.

Goodnow is professorial fellow in psychology at Macquarie University in Sydney, Australia. She has received many honors for her work, including the Companion of the Order of Australia (equivalent to knighthood) and a citation as a distinguished woman in psychology from the Australian Psychological Association.

Her research interests span the life cycle, integrate knowledge and models from several different fields, and focus on various aspects of family: parenting, children, adolescents, women, child care, household work and social policy.

Goodnow is co-author with Jennifer Bowes of *Men, Women and Household Work*, published by Oxford University Press. The book looks at questions of change in household work by interviewing 50 couples who share household responsibilities. ❐

Magazine editor to give talk

Bonnie Baker Cowan, editor-in-chief of *Canadian Living* magazine, will speak on "The Canadian Family: Ready for the 21st Century?" Nov. 22 at 8 p.m. at the Steelworkers' Hall in Guelph. The lecture is sponsored by the MacFACS Alumni Association, the Guelph chapter of the Canadian Federation of University Women and the Waterloo-Wellington Home Economics Association.

Proceeds from the lecture will benefit the Canadian Living Foundation for Families, a national non-profit organization that funds breakfast programs for undernourished children across the country. Cowan is president of the foundation.

Tickets are $10 and are available at the Bookshelf and from Rosemary Clark at Ext. 6534. ❐

JOBS

As of *At Guelph* deadline Nov. 4, the following opportunities were available:

Grounds Laborers, Grounds Department, 20 needed for snow removal, up to 16 hours a week. Salary: $13.17 per hour. Removal date: Nov. 9/94.

The following position was available to on-campus employees only:

Secretary, Department of Botany, temporary leave from Nov. 28 to June 9, four-day week. Salary range: $12.60 to $14.07 an hour. Removal date: Nov. 11/94. ❐

NOTICES

Chamber music

The Guelph Chamber Music Society launches its 15th season Nov. 20 with the Purcell Consort and Guelph Chamber Choir performing works by Locke, Schmeltzer and Purcell. The concert begins at 3 p.m. at Westwood United Church, 577 Willow Rd. Tickets are $15 general, $12 for seniors and students, $2 for children under 12.

Come to the fair

Fair November, a show and sale of Canadian crafts, returns to U of G for its 20th year Nov. 17 to 20 in Peter Clark Hall. Hours are 10 a.m. to 9 p.m. Thursday and Friday, 10 a.m. to 6 p.m. Saturday and 11 a.m. to 5 p.m. Sunday. Admission is free.

Spinning a sale

The Guelph Handweavers and Spinners Guild will hold a sale and demonstration Nov. 12 in conjunction with the Wellington County Museum's quilt and coverlet exhibit. Hours are 10 a.m. to 5 p.m. Admission is $1.

On the radio

The Ontario Public Interest Research Group invites listeners to tune into its new radio show *Left of Limbaugh* Sunday evenings at 6 p.m. on CFRU-FM. The show explores issues of social justice and alternatives for equality and sustainability.

Subjects needed

A master's student working with Prof. George Kawash, Family Studies, needs student and faculty volunteers for a study on personality types. Time commitment is 1 1/2 hours. Participants will be eligible for prizes and can receive a description of their personality type. Come to Room 106 of the FACS Building any Tuesday at 4 p.m., Wednesday at 1 p.m. or Thursday at 3 p.m. Call Diane at 822-3442 for more information.

Xmas cards for sale

UNICEF Christmas cards will be on sale in the MacKinnon Building lobby Nov. 15 to 17 from 10 a.m. to 3 p.m. Save the Children Christmas cards are available in the University Club on Level 5 of the University Centre.

Orchestra performs

The U of G Orchestra will give a concert Nov. 18 at 8 p.m. at St. George's Anglican Church, 99 Woolwich St. Tickets are $8 general, $5 for students and seniors. For ticket information, call the Department of Music at Ext. 3127.

Science for Peace

University of Toronto physics professor Eric Fawcett, founding president of Science for Peace, will discuss the activities of the national organization Nov. 29 at 7:30 p.m. in Room 441 of the University Centre. Local engineer Anna Cathrall will give a talk on technology and violence.

Open house

The Guelph Civic Museum will hold its annual Christmas open house Nov. 20 from noon to 4 p.m., featuring a craft marketplace, kids' craft table and refreshments. Admission is free.

A musical tonight

For its 16th annual show, Royal City Musical Productions is offering the musical *Annie*. It runs from Nov. 25 to 27 and Dec. 1 to 3 in the E.L. Fox Auditorium. For ticket information, call 821-7267.

Community network

Ed Video Media Arts Centre is hosting an information workshop Nov. 15 on "Freespace," a community computer network being developed by the Guelph Telecommunity Development Group. The workshop begins at 7:30 p.m. For more information, call 836-9811. ❐

CLASSIFIEDS

FOR RENT

One bedroom in family home, available immediately for mature female, Woodland Glen Drive, parking, no pets, 767-1109 after 6 p.m.

Three-bedroom furnished townhouse, 2 1/2 baths, five appliances, garage, two parking spaces, close to the University, available until April 30, $1,050 a month plus utilities, 763-3452.

Furnished three-bedroom townhouse, redecorated, near College Avenue, Zora, 613-728-7570 or 613-737-7350.

Three-bedroom two-storey home, quiet street near park and Eramosa River Trail, five minutes to University, newly renovated, wood floors, new kitchen, Paul or Joan, 836-8753.

Someone to share beautiful furnished stone farmhouse on 90 acres, south of Arkell, laundry, pets welcome, non-smokers, $325 a month negotiable in exchange for chores, Karin, 822-3178.

FOR SALE

Tenica ski boots, size 7; 15-gear, 27-inch Nishiki bicycle; Koho hockey gloves and elbow pads, Cooper hockey helmet, CCM black hockey pants with gold stripe, all equipment fits child eight to 12; single bed with mattress and box spring, Ext. 2835 or 767-0804 after 6 p.m.

Toshiba P351 printer ribbons, three-inch adding machine tape, legal-size filing folders for lateral filing cabinet, Ext. 3885.

Washing machine; refrigerator, cottage-style, needs handle, 822-7360.

FOR SALE

Used office chair, five-wheel base, arm rests, swivel/tilt, beige cloth covering, good condition, George, 823-0047.

Two-bedroom two-storey deluxe timeshare on lake at Deerhurst Inn, Huntsville, one week in May, reasonably priced, Michael, Ext. 8739 or 846-8151.

Renegade Midnight 12-speed bicycle, like new, black with gold; Alpine car stereo, deck is fully digital 7267 with built-in amplifier, 150-watt three-way speakers, equalizer is seven band with LED readout, good condition, David, Ext. 78896.

Wood-burning stove, four-sided heat exchange, blower fan control, brass and glass door 20 by 12 inches, height 27 inches, width 26 inches, depth 18 inches, excellent condition, Ext. 4600 or 824-8711 evenings.

1991 Jetta turbo diesel, 519-893-7816.

WANTED

Furniture, computers, file cabinets, file folders you are disposing of for the new Leadership Centre in Raithby House, Ext. 2368.

Visiting student from France seeks room with family for 10 weeks beginning March 27, will include French lessons for your children for reduced rent, CV and photo available, Scott, Ext. 8268.

Interoffice envelopes, large, Laurie, Ext. 3677.

AVAILABLE

Quality child care in my home, Monday to Friday, Willow-Westwood area, opening for one child full time, references available, Vera, 824-2975.

Classifieds is a free service available to staff, faculty, students and alumni of the University. Items must be submitted in writing by Wednesday at noon to Linda Graham on Level 4 of the University Centre or fax to 824-7962. For more information, call Ext. 6581.

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CALENDAR

The Kubica-Van Berkel Guitar duo performs at a noon-hour concert Nov. 10 in MacKinnon 107.

THURSDAY, NOV. 10

Animal and Poultry Science Seminar - Graduate student Antonius Subiyatno talks about "Supplemental Chromium for Dairy Cows: Responses to Glucose Infusion and Early Lactation Performance" at 10:10 a.m. in Animal Science 141.

Pathology Seminar - Graduate student Joseph Mallia discusses "Aflatoxin Resistance During Neoplastic Progression of Rat Hepatocellular Carcinomas" at 11:10 a.m. in Pathology 2152.

Workshop - A discussion of sexual harassment runs from 7 to 10 p.m. in UC 441. The workshop is geared primarily at international students, but is open to everyone.

FRIDAY, NOV. 11

Nutritional Sciences Seminar - Graduate student Choi-Lan Ha discusses "The Immune System of the Intestinal Mucosa in Weanling Murine Protein-Energy Malnutrition" at 11:10 a.m. in Animal Science/Nutrition 141.

Evolution/Systematics Seminar - "Problems Raised by the Concept of Form in Modern Evolutionary Biology" is the focus of Jean Gayon of the University of Bourgogne at 3:10 p.m. in Axelrod 259.

Economics Seminar - Don Devoretz of Simon Fraser University considers "Wealth Accumulation of Foreign-Born Households in Canada" at 3:30 p.m. in MacKinnon 312.

SUNDAY, NOV. 13

Cycling Club - A 32-kilometre novice ride to Hespeler and a 25- to 35-km off-road ride leave from the UC south doors at 10 a.m.

Guelph Collectables Fair - The fair runs from 11 a.m. to 5 p.m. in Peter Clark Hall.

Arboretum - A hike in the Gosling Wildlife Gardens leaves from the nature centre at 2 p.m.

MONDAY, NOV. 14

Music Seminar - Student Marc Rumball discusses "Piedmont Blues?" at 12:10 p.m. in MacKinnon 203.

Applied Human Nutrition Seminar - Harvey Weingarten of McMaster explains "Mechanisms of Anorexia Following Inflammation of the Gastrointestinal Tract" at 2:10 p.m. in FACS 201.

TUESDAY, NOV. 15

Animal and Poultry Science Seminar - Graduate student Ardeshir Nejati Javaremi discusses "Considering Variability of Relationships in Genetic Evaluation" at 10:10 a.m. in Animal Science 141.

Our World - "Growth Starts at Home: Community Awareness as a Prelude to International Development" is the topic of Kate Armstrong at noon in UC 103.

HAFA Seminar - Graduate student Kathy Challenger talks about "Ethics: An Examination of the Literature in Business and Hospitality" at 1:10 p.m. in FACS 233.

Mathematics and Statistics Seminar - "Consistent Model Specification Tests: Omitted Variables, Parametric and Semiparametric Funcational Forms" is the topic of Prof. Qi Li, Economics, at 3:10 p.m. in MacNaughton 201.

Physics Seminar - Maureen Reedyk of Brock University discusses "Finding Longitudinal Optical Phonons Where You Might Least Expect Them" at 4 p.m. in MacNaughton 113.

Senate - The meeting begins at 6:30 p.m. in MacNaughton 113.

WEDNESDAY, NOV. 16

Biochemistry Seminar - Prof. Brenda Coomber explores "Tumor-Induced Angiogenesis In Vitro" at 12:10 p.m. in MacNaughton 222.

Sociology and Anthropology Seminar - "Rural Communities Under Stress: Workers and Economic Restructuring" is the focus of Profs. Belinda Leach and Tony Winson at 12:10 p.m. in MacKinnon 904.

THURSDAY, NOV. 17

Animal and Poultry Science Seminar - Graduate student Nicole Ramlachan discusses "Automated Milking: Implications for Behavior and Production in Dairy Cows" at 10:10 a.m. in Animal Science 141.

VMI Seminar - Joachim Frey of the Institute for Veterinary Bacteriology at the University of Berne, Switzerland, explains "RTX Toxins in *Actinobacillus Pleuropneumoniae* and Their Role in Virulence" at 11 a.m. in VMI 101.

Pathology Seminar - "Alpha-2-Macroglobulin — A Bovine Acute Phase Protein?" is the topic of graduate student Kris Ruotsalo at 11:10 a.m. in Pathology 2152.

Concert - Prof. Mary Cyr performs on viola de gamba with Sandra Mangsen on harpsichord at noon in MacKinnon 107.

Lecture - The Department of French Studies hosts a talk by Brian Merrilees of the University of Toronto on "The Shape of Things to Come: Looking at Medieval Dictionaries" at 1 p.m. in MacKinnon 235.

WORSHIP

Roman Catholic Eucharist is celebrated Sundays at 10:10 a.m. in Thornbrough 100.

The Open Door Church (Anglican/United/Presbyterian) runs Sundays at 7 p.m. in UC 533.

Care of the Soul, a Thursday session of prayer and music, begins at 12:10 p.m. in UC 533.

Womanspirit, a spirituality circle open to all women, runs Fridays at 12:10 p.m. in UC 533.

"The Family, A Spiritual Source" is the topic of Linda Reith Nov. 13 at 10:30 a.m. at the Guelph Unitarian Fellowship at Harris Street and York Road. Everyone welcome.

Multifaith calendar

In the Baha'i faith, Nov. 12 marks the anniversary of the birth of Baha'u'llah, the founder of the Baha'i faith.

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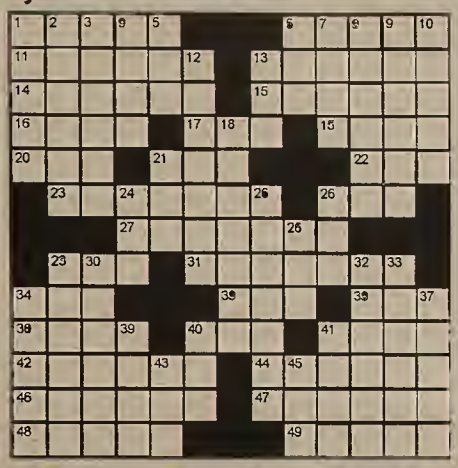

ACROSS

1. Turkish cavalryman
6. Come together
11. Impersonating
13. Set in motion
14. *Wrongful* dispossession
15. Sports arbitrator
16. Elevator inventor
17. High mountain
19. Penny-pinch
20. Morocean hat
21. Belgian resort
22. Soak flax
23. Dead
26. Scottish county
27. Mismatched
29. Bituminous liquid
31. Chandelier pendants
34. Student group: abbr.
35. Compass point
36. Not healthy
38. Actuate a mechanism
40. To and ___
41. Graf ___
42. Trying time
44. Metal engraver
46. For the greatest part
47. Nocturnal parrot
48. Collective farm
49. Informative

DOWN

1. Humorous parody
2. *Sulked*
3. Judicial inquest
4. Sellouts
5. Chemical word ending
6. Shirt sleeve
7. Washes floors
8. Busy place
9. Celebrant's assistant
10. Driving hazard
12. Dory anchor
13. Young dog
18. Varnish
21. Day star
24. Pelage coat
25. Tuft of grass
26. English festival
28. Goddess of mischief
29. Intense fear
30. Surrounded by
32. Wood cutter
33. Slumbers
34. Opening, in zoology
37. French *watchmaker*
39. Musician Seeger
40. Barnstorm
41. Well-being
43. Everything
45. Chinese dynasty

For crossword solution, see page 2.

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Opposites attract, environment benefits in Chinese landscaping

by Lisa Chandler
Office of Research

The future of landscape design may lie thousands of years in the past, says a recent MLA graduate of the School of Landscape Architecture.

Instead of looking to a computer-based 21st-century society, North American landscape architects bent on environmental soundness could consider integrating ancient Chinese design principles with those of western culture, says Yinqing Gu.

Gu says the Taoist belief in yin and yang — the complementary relationships between opposites, including human beings and nature — has relevance to contemporary environmental design in North America.

She has studied western and Chinese landscape design principles to understand the cross-cultural relationship between them.

"Westerners are questioning their long-standing perspective of the world that places people above nature," she says. "As a result, landscape architects, especially those interested in the ecological movement, are looking increasingly to the East for examples of designs that balance humans with nature."

Gu chose five famous traditional Chinese gardens as the focus of her study, including Wangshi Yuan Garden and Changlangting Garden. Twenty color slides of the garden scenes were shown to a Canadian group of 17 professional landscape architects and 31 non-professionals.

Participants were asked to rate each scene in terms of preference and to describe why they liked or disliked each one. The professionals, who were provided with background on 10 ancient Chinese garden design principles, were also asked to identify both western and Chinese design principles in the scenes.

Gu found that unity — a significant western design principle, defined as "arranging materials, objects and spaces to create a harmonious and complete whole" — was strongly correlated with the most preferred scenes.

And that's the connection. Unity is also the underlying principle of the yin-yang theory, from which all 10 Chinese garden design principles were developed. Gu believes this reflects a growing acceptance of alternative design principles.

Her faculty adviser, Prof. Cecelia Paine, agrees. "Chinese landscape architects traditionally look for complementary relationships," she says. "In Chinese design, a mountain and a valley side by side unite to emphasize and complement each other. Valuable lessons can be learned from Chinese designers, who see humans as an inherent part of nature and whose cultural philosophies provide a strong direction for sensitive environmental design."

Gu says that being familiar with other design traditions "provides a complementary approach to design and a key to understanding the philosophies on which they are based, as well as the key to discovering the universal qualities of design." ❐

BOOKS

Arboretum sows seeds to increase awareness of Carolinian life zone

by Margaret Boyd
University Communications

An educational manual to increase knowledge and awareness of the Carolinian life zone has been published by the Arboretum.

A Life Zone Approach to Schoolyard Naturalization: The Carolinian Life Zone, by Arboretum ecologist Steven Aboud and horticulturist Henry Kock, can be used in classrooms and school communities in southern Ontario.

The term "Carolinian" originally described forests of the coastal regions of North and South Carolina, but the presence of several indicator tree species — such as tulip tree and eastern flowering dogwood — resulted in its boundary extension into southern Ontario.

The book contains comprehensive information about the Carolinian life zone and explains the how-tos of planting areas with Carolinian plant species. It aims to instil in students awareness and stewardship of their local community, both cultural and natural.

"We're not only trying to sow plant seeds, but we're also hoping to sow seeds in the minds of students — to give them a greater understanding of the environment in which they live," says Aboud. "The desired outcome is that they will develop skills for conserving, expanding and linking the natural areas."

The book incorporates information on all components of the environment, including flora and fauna, climate, soil, history and human impact. It outlines the zone's natural history and provides information on designing naturalization areas, seed germination, plant sources and identification.

"This is not new information," says Aboud. "We are putting it all together to help students understand their own backyard and community."

The book is the outcome of numerous requests from educators for a comprehensive guide on the Carolinian life zone. For several years, Aboud and Kock have conducted surveys on plant species in the Carolinian life zone. Before writing the book, they staged an information-gathering workshop with teachers to determine their needs.

The book meets the 10 essential outcomes from the common curriculum, as set by the Ministry of Education and Training in 1993 for Grades 1 through 9. This document requires that key concepts be taught in four areas: language, the arts, self and society, and mathematics, science and technology. The book contains a series of activities — ranging from seed collection and dispersal to the use of topographical maps — that incorporate these concepts.

Funding for the book was provided by the Carolinian Canada Land Protection and Stewardship Program, the Rotary Club of Guelph and U of G.

The book is illustrated by Chris Earley and edited by Mary Visser Kerr, both of the Arboretum, and is available through the Arboretum. ❐

The winners are . . .

The third United Way incentive draw came up with the following winners:

- A silk U of G tie donated by the B of G Office — Gary Hamilton, Land Resource Science.
- A $20 Whippletree voucher, courtesy of Hospitality and Retail Services — retiree Bill Tossell.
- A one-year non-preferred parking permit from Parking Administration — Michael Goss, Land Stewardship.
- Chocolate almond torte, donated by Barbara Abercrombie, President's Office — Cathy Beattie, Analysis and Planning.
- Free enrolment in a certificate course from Continuing Education — Jonathan La Marre, Biomedical Sciences.
- Lunch for two at the Cutten Club — Janette Hogan, Registrar's Office.
- A bottle of homemade wine, a gift of Shelly Birnie-Lefcovitch, First-Year Studies — Kelly McNight, Counselling and Student Resource Centre (CSRC).
- A crested U of G T-shirt from Hospitality and Retail Services — Clarence Swanton, Crop Science.
- U of G coffee mug with coffee from Hospitality and Retail Services — Paul Hebert, Zoology.
- A box of homemade peanut butter from Liz Honegger, Counselling Unit — Sandra Ausma, Engineering.
- U of G alumni baseball cap from Alumni Affairs — Margaret Henshall, U of G Library.
- U of G 25th-anniversary book, *Achievement and Challenge*, a gift of Alumni Affairs — Lorne Thompson, Crop Science.
- Book *Writing Away*, autographed by editor and authors, a gift of Constance Rooke — Catherine Damphouse, Sociology and Anthropology.
- Two "horse" posters and two Johnston Green posters, donated by the Liaison Office — Lori Jones, Chemistry and Biochemistry; Steve Beierl, CSRC; Eleanor Martin, Compensation and Benefits; and retiree Elmer Menzie.
- Set of four campus prints by Robin Baird Lewis, provided by Alumni Affairs — Ernie McFarland, Physics.
- Two prizes of cases of Hill's Science Diet Canine Growth Meat from Animal-Care Services — Liam Good, Molecular Biology and Genetics; and Dorothy Collins, Office of the Academic Vice-President.
- One-hour massage at Deborah's Massage Therapy Clinic, donated by Ward Illsley, Physical Resources — Brian Pettigrew, Student Environment Student Group.

The final draw for two grand prizes is Nov. 25. The prizes are a weekend for two in Toronto courtesy of TTI Frederick Travel in Guelph and a Stratford Festival hotel and theatre package.

Nov. 18 is a campus-wide dress-down day. For $2, you can wear your jeans to the office and help boost the University closer to its United Way fund-raising goal. If you don't dress down, you're asked to donate $1. ❐

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FIRST GLANCE

OPP honors Alexander

When the Ontario Provincial Police opens its new headquarters in Orillia next summer, it will bear a name very familiar to members of the U of G community.

The four-storey structure will be called the Lincoln Alexander Building, in honor of the University's chancellor and Ontario's former lieutenant-governor.

OPP Commissioner Tom O'Grady announced plans to name the building for Alexander at Hamilton City Hall Nov. 8. O'Grady noted that Alexander, who is honorary commissioner of the OPP, is "admired by Ontarians and is a wonderful role model to all young people."

Also on hand for the naming announcement was David Christopherson, Ontario solicitor general and minister of correctional services.

The OPP headquarters building has been under construction since March 1993 and is expected to be ready for occupancy next August. It is located on a 24-hectare site near Highway 11B in Orillia.

Inside:

Health plan users urged to shop around 2

Community input sought to fine-tune harassment policy 3

Love of panda could lead to its demise . . 4

Aquatic facility nets $25,000 5

Dancing the night away for the United Way . . 8

Thought for the week

Horsepower was a wonderful thing when only horses had it.

Anonymous

DOWNTOWN GUELPH

A community asset

Kurt Liebe, left, and Gavin Nesbitt, members of Community Assets, load up some IBM PCs circa 1985 from the undergraduate microcomputer laboratory in the College of Physical and Engineering Science. After being revitalized with new parts, these PCs will find new homes with non-profit community organizations. See story on page 8.

Photo by Maurice Oishi, University Communications

Guelph still in top four in *Maclean's* survey

U of G academic administrators say they're proud of Guelph's rankings in the 1994 *Maclean's* survey of Canadian universities.

According to the national magazine's fourth annual survey, Guelph maintained last year's fourth-place ranking among comprehensive universities. It ranked behind the University of Victoria and the University of Waterloo, which tied for first place, and Simon Fraser University.

In the same category, Guelph ranked first in percentage of faculty with a doctorate degree, medical/science research grants per faculty and alumni support, and improved its ranking in 14 of 21 indicators.

The comprehensive ranking, one of three used by *Maclean's*, grouped universities that offer a significant amount of research activity and a wide range of programs — including professional degrees — at the graduate and undergraduate levels.

Also in this category, Guelph ranked a consistent third behind Waterloo and SFU in the overall reputation rankings of "highest quality," "most innovative," "leaders of tomorrow" and "best overall." Last year, Guelph ranked second in "highest quality," "most innovative" and "best overall" and third in "leaders of tomorrow."

Seven universities were rated in the comprehensive category this year, compared with 13 in 1993.

President Mordechai Rozanski says he's proud that Guelph maintains a "very respectable" position among the top 25 per cent of all universities in Canada. "This is a tribute to our students, faculty, staff and alumni," he says.

In the national reputation rankings, Queen's University placed first as being of highest quality, and Waterloo ranked first in the other three categories. The magazine also measured each university's reputation with its own graduates through alumni donations. Guelph ranked first in its group in terms of alumni support.

Rozanski cautions that overall ratings can be misleading when comparing universities that have different funding levels and missions. "In some respects, the ratings are a function of wealth and focus," he says, "and *Maclean's* doesn't consider all categories where resources are put, such as residence life."

Guelph's first-place ranking in its group in terms of percentage of faculty with a PhD — 95.4 per cent — speaks well of the University's ability to attract high-calibre faculty who enrich the student experience, says academic vice-president Jack MacDonald. It's also reflected in the large number of faculty who receive prestigious awards for their teaching.

U of G's ranking in the proportion of its entering class with an average higher than 75 per cent dropped from third to fourth place this year. Assistant registrar Chuck Cunningham says this may be because universities have different program compositions with varying entry-mark requirements that are determined by enrolment strategies used at each institution. U of G, for example, admits a number of students below the cutoff mark on the basis of student-profile forms.

See RESEARCH on page 2

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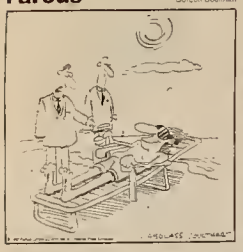

"Faulkner, here, got a government grant to study the effects of U.V. rays."

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Health plan users urged to shop for prescriptions

It pays to shop around when buying prescription drugs, says Vic Reimer, manager of pensions and benefits in Human Resources. A recent survey of pharmacies in the Guelph area found that dispensing fees can vary as much as $7 for the same prescription.

Fees charged by pharmacies in Guelph, Cambridge, Fergus and Kitchener average $10, according to the survey, but they range from $4.99 to $11.99. Each pharmacy can set its own dispensing fee and, to some extent, its own mark-up rate on drugs.

Although members of U of G's extended health-care group insurance plan pay only $1 per prescription regardless of what pharmacy they use, the balance of the cost is borne by the plan, says Reimer. Earlier this year, the Presidential Task Force on Group Benefits established by president Mordechai Rozanski expressed concern about the ever-rising cost of maintaining the plan. Costs to the University have increased an average of 18 per cent a year over the last 10 years, reaching $4.45 million in the fast fiscal year.

The plan covers medical costs for prescribed drugs, semi-private hospital rooms, prescription glasses and other supplementary medical expenses.

The task force has suggested that users of the plan help curtail its escalating costs. One way is to shop at pharmacies with the lowest dispensing fees, Reimer says.

The accompanying chart lists pharmacies in the area with the lowest posted dispensing fee. It also highlights differences in fees for birth control pills. The chart does not show the markups charged by pharmacies, but this is available by calling the pharmacy and is usually 10 per cent or more of the retailer's cost of the drug, Reimer says.

"Before deciding on any pharmacy, employees and retirees should ascertain the level of service they can expect from the pharmacy, the dispensing fee and the markup applied," he says. "This information can be obtained by talking to the pharmacist and to others who use the pharmacy. Any savings in dispensing fees or markup will help cut costs." ❐

Pharmacy	Posted dispensing fee	Birth control		
		1 month	2mths	3mths
Zehrs Pharmacy, 800 Towers St., Fergus	$4.99	$2.50	$5	$7.50
Pharmex mail order	$5	$5	$5	$5
Medi-Trust mail order	$5	$5	$5	$5
Zehrs Pharmacy, 160 Kortright, Guelph	$5.99	$5.99	$5.99	$5.99
Zehrs Pharmacy, 875 Highland, Kitchener	$5.99	$4	$8	$12
WalMart, Fairway Road, Kitchener	$6.26	$6.26	$6.26	$6.26
Fada Pharmacy, 383 Elgin, Cambridge	$7.95	$7.95	$7.95	$7.95
Economy Fair, 218 Silvercreek, Guelph	$7.99	$4.99	$7.99	$10.99
Andy's Pharmacy, 751 St. Andrews, Fergus	$7.99	$7.99	$14.98	$23.97
Centre Pharmacy, U of G	$8	$4	$6	$8
College Pharmacy, Gordon Street, Guelph	$8	$4	$6	$8

Research strengths earn Guelph first-place ranking

Continued from page 1

Guelph has shown a dramatic improvement in the quality of its undergraduate admissions in recent years, says Cunningham. The number of students with an average of 80 per cent or higher has more than tripled since 1987.

Guelph moved up from fifth to second place in terms of the proportion of students who graduate. The University reported a graduation rate of 79.9 per cent for full-time students registered in four-year, first-entry undergraduate programs.

U of G moved up to third place in the ranking of library holdings per student. "Although this ranking may come as a surprise to many at the University," says MacDonald, "we must find ways to increase resources available for library acquisitions."

Guelph's strengths in research translated into a first-place ranking in terms of medical/science grants per faculty in the comprehensive category.

"We are extremely proud of our faculty for achieving this," says research vice-president Larry Milligan.

U of G did, however, drop from second to fifth place in the measure of humanities grants per faculty. A summary of the *MacLean's* rankings prepared by Institutional Analysis and Planning suggests that this is largely due to differences in the reporting method of general research grants. Last year, these grants were counted separately for each faculty member who received funding from the general research award; this year, it was reported as a single award.

"We need to make a greater effort to help and encourage our faculty to enhance grant acquisitions in the humanities and social sciences," Milligan says.

Guelph also moved up from seventh to fifth place in the proportion of operating budget allocated to scholarships and bursaries.

"Scholarship funding has improved, and more in-course awards have been established in recent years," says Rozanski, "but more resources will be sought to attract and retain quality students."

Fifteen universities, some of which received low rankings from *Maclean's* last year, boycotted this year's survey because they believe the rating method is seriously flawed.

Last year, Carleton and Memorial University in Newfoundland were the only two of the 52 universities approached by *Maclean's* that refused to submit information for the survey. This year, 13 universities joined them — Concordia, Laval, Sherbrooke, Manitoba, Moncton, Regina, Winnipeg and Université de Québec campuses in Québec, Montréal, Trois Rivières, Hull, Rimouski and Chicoutimi.

Guelph participated again this year because there is public interest in the rankings, says Rozanski. "The report is a form of accountability, even if it is misleading by comparing very different institutions."

The president says his advice to parents and students would be to "visit a university, speak to individual faculty and admissions staff and consider the quality of the programs they're interested in — something *Maclean's* doesn't examine — and the quality of campus life."

He encourages students and parents to participate in such programs as Guelph's annual Fall Preview Day. This year's event, held Nov. 6, attracted 1,600 potential applicants and their parents, the largest turnout in the history of the six-year program, Cunningham says. ❐

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LETTERS

Nov. 6 was cold and wet. Thanks, however, to the dedication, support and warmth of close to 200 of our students, faculty and staff, 1,600 potential students and their families had a very positive experience when visiting our campus for Fall Preview Day. We applaud your efforts.

Chuck Cunningham
Assistant registrar, Liaison

PEOPLE

A reception for registrar **Arnold Holmes**, who is retiring after 32 years with the University, will be held Dec. 14 from 4:30 to 7:30 p.m. at the University Club. Cost is $15 for gift and reception. RSVP by Dec. 2 to Lois Thompson at Ext. 6033.

A retirement party for **Albert Lamers** in recognition of 21 years of service in the Paint Shop will be held Dec. 7 from 4 to 6 p.m. in Room 103 of the University Centre. Cost is $10 for gift and refreshments. RSVP by Nov. 29 to Christy Bennett at Ext. 2022. ❐

Obituary

Alf Thompson, who recently retired from the Paint Shop, died Nov. 5 at the age of 61. He had worked on campus since 1974.

He is survived by his wife, Pauline of Housekeeping, his daughter, Charlene, and two grandchildren. He was predeceased by three sons.

Memorial contributions can be made to the Guelph General Hospital Foundation or the Canadian Cancer Society. ❐

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At Guelph top stories and coming events can also be accessed on GRIFF.

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Executive editor: Sandra Webster, Ext. 3864.
Editor: Barbara Chance, Ext. 6580. **Writer:** Maurice Oishi, Ext. 2592.
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Minister for Science Jon Gerard, left, offers optimism about the future of research to research vice-president Larry Milligan, centre, and president Mordechai Rozanski. Photo by Maurice Oishi, University Communications

Research can survive despite fiscal restraints, says Gerard

by **Kerith Waddington**
Office of Research

The future of Canadian research can be safeguarded despite present fiscal constraint, says Canada's minister for science.

Jon Gerard brought his optimistic message to campus last week when he spoke to a meeting of southwestern Ontario members of the Academy of Science of the Royal Society of Canada.

As a remedial step to funding shortages, Gerard proposed the formation of a more symbiotic relationship between research and industry. Besides safeguarding the future of science research in Canada, this union will allow the benefits of research to be accessible through application in areas such as health care, social programs, tourism and transportation, he said.

"A partnered, mobile environment between university scientists and industry will create a bridge between research and the delivery of its results," said Gerard. "Universities will utilize the technology developed in industry, while industry will be able to implement research results towards economic enhancement."

The Academy of Science — a national organization dedicated to promoting learning and research in the sciences through lecture programs, public awareness, awards and publications on Canadian research — is concerned with government funding cuts. With the federal contribution towards science research at Canadian universities currently standing at $1 billion a year, academy members worry that in the future, there will be little room for basic research, and only the most applied research will be possible.

Responding to those concerns, Gerard expanded on the strategy aimed at solving existing fiscal problems while defending what's been achieved by science.

"Living as we do in the era of the 'information highway,' technology is changing access to information nationwide," he said. "New ways of working, learning and sharing information can be incorporated into universities that are cost-effective but do not sacrifice the quality of research being done."

Gerard sees a further function of technology. Using it to communicate to Canadians just what has been achieved in the realm of science will build support for research by making it both more visible and exciting to Canadians. He said the media can be a means to that end by being knowledge builders.

He noted that an adjustment in national priorities would also be helpful. "We idolize our hockey players, but our scientists — the benefits of whose work we reap daily — receive little attention."

The Academy of Science meeting was also attended by recent Nobel Laureate Bertram Brockhouse of McMaster University, a pioneer in neutron scattering experimentation. ❐

OVC names two profs new assistant deans

OVC dean Alan Meek has appointed two new assistant deans to assume the duties of former associate dean Alastair Summerlee, who is taking a year's leave beginning in January.

Prof. Jill McCutcheon, a member of the Department of Pathology since 1990, has been named assistant dean for undergraduate academic affairs. Prof. Patricia Shewen, a member of the Department of Veterinary Microbiology and Immunology since 1982, is assistant dean for research and graduate affairs. Prof. Ron Downey continues as assistant dean responsible for student counselling.

McCutcheon and Shewen will assume their new responsibilities on a part-time basis effective Jan. 1, 1995. Both appointments are initially for a one-year period. ❐

Tourism expert to give HAFA Winegard lecture

Victor Middleton, director of the World Travel and Tourism Environment Research Centre in Oxford, England, is Winegard Visiting Professor in HAFA from Nov. 16 to 25. On Nov. 22, he will give a public lecture on "Regional Tourism Development and Marketing" at 5 p.m. in Room 300 of the FACS Building.

A world renowned expert in tourism, Middleton is associate director of Ventures Consultancy, which specializes in international tourism and recreation, and former chair of the U.K. Tourism Society.

He is the author of numerous publications, including the book *Marketing in Travel and Tourism.*

While on campus, Middleton will give seminars in HAFA courses and will be available for consultation. To arrange an appointment, call Kathy Cross at Ext. 6117. ❐

Community input sought to fine-tune harassment policy

by **Margaret Boyd**
University Communications

The President's Advisory Committee on Sexual and Gender Harassment is seeking input from the University community on several recommendations to improve U of G's sexual and gender harassment policy.

The recommendations, which are contained in the committee's biennial report released this fall, are based on issues raised by students, staff and the sexual and gender harassment advisers. They have been submitted to president Mordechai Rozanski as well as the community for comment.

The five-year-old policy was thoroughly revised two years ago; the current revision is a "fine-tuning," says Prof. David Elrick, Land Resource Science, former chair of the advisory committee. "It's important to have community input on these issues," he says. After community input, the report will be submitted to Board of Governors for approval.

The committee recommends strengthening wording to clear misunderstandings and adding sections on supervisory responsibility and reprisal. It also recommends strengthening the complaint procedure to promote greater equity for both complainants and respondents.

More reported cases

In its report, the advisory committee notes that the number of reported cases of sexual and gender harassment on campus continues to grow. Between July 1, 1992, and May 31, 1993, the sexual and gender harassment office handled 61 cases of sexual and gender harassment. Between June 1, 1993, and May 31, 1994, they handled 98 complaints. In a 10-month period from July 1, 1993, to April 30, 1994, they handled 1,250 telephone inquiries.

The number of cases reported to the advisers is believed to represent only a fraction of the actual incidence of sexual and gender harassment on campus, says the report.

The most prevalent type of harassment reported was unwanted sexual attention, followed by hostile environment and gender harassment. Of the 61 cases reported in 1992/93, three went to a formal hearing, 11 reached a complete or partial resolution, five resulted in no action, 11 are ongoing, three were unresolved and 14 had no follow through.

Sexual orientation

In the coming months, the advisory committee will continue to discuss issues of harassment on the basis of sexual orientation, and harassment in consensual relationships between faculty and students, says committee chair Jocelyne Proulx of the Department of Animal and Poultry Science.

Also set aside for further discussion in 1994/95 are:

- the investigation process of complaints;
- clarifying procedure in the event of reprisal;
- penalties/range of disciplinary action;
- raising awareness of the responsibilities of managers, supervisors, deans, chairs and directors; and
- an advocacy/support system for respondents and complainants.

A subcommittee on the consultation process for revisions to the policy has been formed to determine how to disseminate the information.

Anyone with questions or concerns about sexual and gender harassment issues should call one of the advisers at Ext. 6100. Confidentiality will be respected.

Copies of the advisory committee's report are available through the President's Office. ❐

★ ★ ★

Students give nod to educational campaign

Educational activities in the area of sexual and gender harassment should definitely continue, says the education subcommittee of the President's Advisory Committee on Sexual and Gender Harassment.

That recommendation is the result of a survey of students to assess the impact of the "No Means No" educational campaign held last fall. Ninety-six per cent of respondents agreed that educational activities were necessary to promote awareness of sexual and gender harassment issues.

"This is affirmation that educational campaigns are worth doing," says Pat Hock of the library, interim chair of the education subcommittee.

The survey found gender differences in terms of student perceptions of how safe the University is. Seventy per cent of male respondents said Guelph is a safe campus for students, compared with 53 per cent of female respondents.

Other findings included:

- Ninety-one per cent of respondents agreed that mutual consent is a sign of a good sexual relationship.
- More than 93 per cent disagreed that the use of force for sexual purposes is sometimes justified.
- Overall, 89 per cent of respondents disagreed that "no" can still sometimes mean "yes."

In terms of educational materials, using banners and posters for on-campus students and campus mail for off-campus students was deemed most effective. The respondents said that educational activities should occur every semester.

Anyone interested in becoming involved with the education subcommittee can contact Peggy Patterson in Student Affairs. ❐

Pandas may be too cute for their own good, says a U.S. zoologist. Photo by Jessie Cohen, Smithsonian Institution

Love of panda could lead to its demise

by Maurice Oishi
University Communications

Humanity's love of the giant panda could lead to its extinction, says a prominent researcher.

Speaking on campus last week, Devra Kleiman of the National Zoological Park in Washington, D.C., said that worldwide adoration of the animal has led to the "insidious development" of short-term rent-a-panda programs. These loans to panda-hungry countries may feed Chinese needs for foreign currency, but they hamper attempts to breed the animals in captivity, she said.

The programs are an added threat to a species already in grave peril, said Kleiman. Located in "isolated little islands of habitat" in three of China's southern provinces, the pandas are feeling the impact of deforestation and human encroachment in their reserves. "The likelihood of giant pandas going extinct is pretty good," she said.

Although Kleiman believes pandas have become a pawn in biopolitics, she sees signs of hope in some policies that North America has pioneered. In 1992, a conservation plan with a $80-million to $100-million price tag was drafted. Through it, the Chinese government will open new reserves, expand existing ones and open corridors between the reserves.

Loan-a-panda programs, first used at the 1984 Los Angeles Olympics, have raised millions of dollars for China. But North American zoos have worked to curtail the practice, banning pandas captured in the wild and establishing a long-term loan program, replacing the six-month loan period with one of 10 years. Two U.S. zoos have signed up for the program, to the tune of $1 million a year. The longer loans ensure funding for China and create the possibility of breeding the captive pairs.

Kleiman noted, however, that the reproductive biology of the animals doesn't seem to work in their favor, at least in captivity. She was involved in efforts to breed a pair of giant pandas, a gift to the National Zoological Park following Richard Nixon's visit to China in 1972.

A female panda is only fertile for two or three days during her yearly heat. Typically, a female will give birth to one or two offspring, of which only one is likely to survive. "Basically, a giant panda can only have five to eight offspring in her lifetime. The reproductive potential is mighty slim."

The Washington pandas were ill-matched from the start, said Kleiman. The animals were kept separate as per the instructions of the Chinese, but when they were put together to breed, the older female antagonized and intimidated the male. When they finally got their act together, "we had a double problem. He was disoriented; she'd get bored and roll over on her side."

Even though the pandas mated successfully, the four offspring they produced died young. The female panda died in 1992.

"The moral is that we should have been more flexible," said Kleiman. "They are largely solitary, but they do interact, and that may help when it's time to mate."❐

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Confocal microscope opens windows into tiny scientific worlds

by Jeff Stuart
Office of Research

Since Robert Hooke described the appearance of cells through a simple microscope in 1666, the complex minute world in the cell has been explored at ever-increasing magnification. Earlier this century, the electron microscope enhanced resolution appreciably, and within the past decade, confocal microscopy has revolutionized researchers' ability to peer into these tiny worlds.

Thanks to the Natural Sciences and Engineering Research Council, a group of U of G researchers are now using this latest advancement — in the form of a $175,000 BioRad laser-scanning confocal imaging system — for a wide range of projects.

"Confocal microscopy or laser-scanning confocal imaging is actually a union between three already existing technologies — fluorescence microscopy, lasers and computers," says Department of Botany chair Larry Peterson, who is overseeing the confocal microscope facility with Prof. George Harauz, Molecular Biology and Genetics, and research associate Melissa Farquhar, Botany.

The confocal microscope is usually used in conjunction with fluorescing dyes, which allow almost anything in a cell to be "labelled" and seen. Researchers can focus inside a cell at various depths. The computer scans the image seen at each depth and stores this information, then uses it to construct an entire three-dimensional image. With the software, researchers can then manipulate this image and focus on specific details.

"This is extremely useful for visualizing cellular structures like the nucleus, the cytoskeleton and various organelles," says Peterson. "You can see where in the cell these structures are located and determine the effects of various experimental treatments on them."

A major advantage of the confocal system is that living cells can be visualized, he says. Traditionally, serial sectioning with lethal fixatives has been used in such investigations.

Fifteen researchers from seven departments and four colleges on campus will initially be the primary users of the confocal microscope facility. The diversity of uses these researchers have for the new microscope illustrate its versatility.

- Peterson and Farquhar are using the microscope to study interactions between fungal and plant cells, specifically how fungi alter the cytoskeleton of root cells.
- Prof. Brenda Coomber, Biomedical Sciences, is studying the cytoskeleton, a network of semi-rigid tubules that supports the cell from within in newly forming blood vessels.
- Prof. Paul Hebert, Zoology, is visualizing chromosomes in the cells of tiny invertebrates as part of his studies of the basic principles of evolution.
- Prof. Terry Beveridge, Microbiology, is studying microbial biofilms.
- For Prof. Ken Kasha, Crop Science, the confocal microscope will be valuable for studying the induction of cell division in plants.
- Prof. Denis Lynn, Zoology, is examining detailed structures of single-celled animals, which are the basis for establishing evolutionary relationships between these animals.
- Prof. David Noakes, Zoology, will be able to study changes in pigment coloration related to sex change in a hermaphroditic species of fish.
- Prof. George Renninger, Physics, studies the nervous properties of the compound eyes of the horseshoe crab and will use the new microscope to identify and characterize types of cells in the eye.
- CBS dean Bruce Sells will be able to study protein-RNA interactions during muscle cell differentiation.

The new confocal microscope facility is housed in the Department of Botany in the Axelrod Building.

"With this new facility, we will be in a position to exploit confocal microscopy, to participate in its theoretical and technical development and, most important, to provide our students and faculty with access to this important new technology," says Peterson. ❐

Chemical institute will get new name in '95

The federal Institute for Chemical Science and Technology (ICST) will get a new name next year — Environmental Science and Technology Alliance of Canada (ESTAC). ICST is adopting the new name to reflect a growing emphasis on environmental research.

ICST/ESTAC has announced two upcoming funding deadlines. Due Dec. 1 are proposals at ICST/ESTAC in the areas of industrial catalysis, polymer structure and properties and separation science and technology.

Dec. 23 is the deadline in the Office of Research for proposals in the area of environmental quality, including industrial waste management, industrial ecology and ecosystem health. This is the last possible date to submit proposals for this program because of the Christmas break.

For more information, call Barbara Leachman in the Office of Research, Ext. 8761. ❐

Prof. Richard Moccia throws himself into his work as director of the Alma Aquaculture Research Station. Here, he fixes a faulty intake valve on a frozen Ontario fish farm.

Photo by Michael Burke

Alma Research Station a swimming success

Fish are taking their rightful place as one of the animals most associated with U of G, thanks partly to the success of the Alma Aquaculture Research Station.

The state-of-the-art facility is one of the busiest centres of interdisciplinary research in Guelph. Funded through a 20-year development plan with the Ontario Ministry of Agriculture, Food and Rural Affairs, the Alma station houses an on-line laboratory, offices, control rooms, meeting rooms and, of course, lots and lots of fish, including rainbow trout, Atlantic salmon and arctic char.

All this makes the five-year-old station a natural focal point for the many projects involving fish conducted by U of G researchers, says station director Prof. Richard Moccia, Animal and Poultry Science.

"The Alma station is a real centre for University-wide collaboration," he says. "People from four colleges and eight different departments are currently doing work at the station."

Projects under way at Alma include:

- a study to adjust the protein requirements of arctic char, to lower the cost of feeding them and, in turn, to lower their cost to the consumer;
- developing better procedures for managing fish semen and eggs to control disease and improve breeding; and
- creating better understanding of hormone activity in fish, aimed at eventually regulating growth.

The facility isn't just used for research. Parts of two certificate courses and an M.Sc. program in aquaculture are staged there, as are industry workshops and product trials. It's become an integral part of technological transfer and training in the aquaculture field, says Moccia.

And the people working at the Alma station aren't the only ones who benefit from its high-tech facilities —the fish do, too.

"Animal welfare of the fish is our constant concern at the station," he says. "We are always improving handling, containment and other techniques to make sure the fish are treated as well as possible. I think our appreciation for and management of fish welfare is as good as at any facility in North America."

To Moccia, the ultimate importance of the Alma station lies in its interdisciplinary nature.

"Part of our purpose is to facilitate networking among researchers, government personnel, students and industry," he says. "That's very necessary. In research, success requires collaboration, and the Alma station is an initiative to create a focal point for that activity."❐

Aquatic sciences facility receives $25,000

U of G has received $25,000 from the R. Howard Webster Foundation towards Phase I of the aquatic sciences facility. The grant will be paid in full by January 1996, says Pam Healey, interim director of development.

The foundation, named for the late R. Howard Webster, former owner of the *Globe and Mail* and numerous other companies, supported the University during its capital campaign in the late 1980s, says Healey. The foundation provides funding for universities, hospitals, arts and culture, mental health, children and the physically disabled.

The new $6-million aquatic sciences facility will contain more than 30,000 square feet for its two components — Aqualab and the Institute of Ichthyology. Phase I of construction will begin early next spring, with completion scheduled for September.

To date, $3.9 million has been raised from the public and private sectors for the project. This includes a government infrastructure grant of $1.86 million, a Natural Sciences and Engineering Research Council equipment grant of $1 million and gifts from Rolf C. Hagen Inc., ichthyologist Herbert Axelrod, the E.W. Bickle Foundation and Imasco Limited.❐

Let's get aggressive in promoting Canadian aquaculture

by Steve O'Neill
Office of Research

You've heard of shipping coals to Newcastle. Well, how about shipping salmon to Canada . . . from Chile!

Prof. Richard Moccia, Animal and Poultry Science, says Canada has been slow to support its fledgling aquaculture industry. Other countries such as Chile have taken a more long-sighted view towards fish farming — even though Canada is a world leader in improving aquaculture technology — and are exporting their fish internationally.

"Canadian aquaculture has everything it needs to survive in a world market," says Moccia. "Technologies developed here demonstrate our potential for growth as well as our environmental awareness."

As director of the Alma Aquaculture Research Station, Moccia has taken an active role in many of those developments. Recently, his research into cryogenic semen storage, a process well established in cattle breeding but still in the formative stages for fish, resulted in a new extender formula (the fluid in which the semen is frozen) that improved the success rate of in vitro fertilization of rainbow trout eggs by 50 per cent.

Moccia also helped establish a waste-water management system at the Alma station. The process allows waste to be filtered out of fish tanks, after which it's used to fertilize crops in nearby fields. The cleaned water can be reused, and after harvest, the crops are recycled as feed for the University's research animals.

Moccia says such environmentally friendly processes are important selling points for fish farming, which has traditionally been perceived by Canadian authorities as a threat to the country's limited water and fishery resources.

"Much of the legislation regulating aquaculture is necessary," he says, "but some simply isn't. The government needs to be shown that the aquaculture industry can actually solve environmental problems, not create more."

By bringing his expertise to government debates and committees as an aquaculture specialist and advocate, Moccia hopes to publicize the advantages of aquaculture and clear up some of the misconceptions about fish farming. He points to Chile as an example of a nation that, unlike Canada, has actively supported the growth of its aquaculture industry.

"Chilean producers saw the opportunities offered by aquaculture," he says. "With government support, they took advantage of them. Next year, Chile will produce over twice as much salmon as Canada. And some of it will be marketed here."

But Moccia's not ready to count Canada out of the running. In fact, he's seeing some encouraging signs. "The political climate is becoming more conducive to our message," he says, noting that the Ontario Ministry of Agriculture, Food and Rural Affairs, which largely financed the Alma station, has been highly supportive of the aquaculture industry.

In addition, with the collapse of many ocean fisheries — cod, in particular — aquaculture may be seen as a potential source of employment for disenfranchised members of the fishing industry.

"A change is taking place," says Moccia. "Even without much government support, the industry is growing at lightning speed — in the last five years, it's doubled in size — and the government is finally starting to notice. The U of G research community plays a valuable role in the global debate about aquaculture. This is both a challenging and stimulating time."

He credits many other researchers and staff as being integral to the departmental aquaculture team. These include Prof. Ian McMillan, research associate Laura McKay, technician Steve Naylor, graduate students Richard Gururc, Yousef Al-hafedh, Adam Harrington and Richard Bussanich and secretary Sandra Brown, as well as the Alma station staff — manager Mike Burke, Dave Bevan, Neil MacBeth and Mike Kirk.❐

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Mailings allowed

If you received campaign literature from candidates in the municipal election in campus mail, fret not. University policy GE 10 gives each candidate in a federal, provincial or municipal election the right to one free distribution of campaign literature through campus mail. Only three candidates in the recent election took advantage of the service, says mailroom supervisor Kevin Ecott.

Musical Mondays

The Department of Music has launched a series of student lectures and concerts called "Mondays at Noon." Coming up are performances by the U of G Early Music Ensemble Nov. 21, the U of G Concert Winds Nov. 28 and the U of G Singers Dec. 5. The concerts begin at 12:10 p.m. in Room 107 of the MacKinnon Building.

Clear skies ahead

The Guelph chapter of the fraternity Delta Upsilon is hosting a Clear Skies Challenge in conjunction with Pollution Probe Nov. 19. Fifteen members will take the skydiving plunge at the Borghese Parachute Centre in Simcoe to raise money for Pollution Probe's campaign for clean air. The fraternity expects to raise about $4,000 through pledges. For more information, call Rob Thorburn of Delta Upsilon at 763-6130.

Fête to be tried

Tickets are now on sale for the Guelph Arts Council's annual Fête Romantique fund-raising draw on a gourmet dinner and numerous other prizes. Tickets are $10 each or three for $25 and are available from several on-campus GAC board members — Ann Middleton, University Communications; Dudley Gibbs, Department of Music; Nancy McPherson, Counselling and Student Resource Centre; and Prof. Ken Fisher, Biomedical Sciences.

Editor to speak

Bonnie Baker Cowan, editor-in-chief of *Canadian Living* magazine, will speak on "The Canadian Family: Ready for the 21st Century?" Nov. 22 at 8 p.m. at the Steelworkers' Hall in Guelph. Tickets are $10 and are available from Rosemary Clark at Ext. 6534.

Orchestra performs

Henry Janzen conducts the U of G Orchestra in a performance of Shostakovich's "Hamlet, Opus 2" and Beethoven's "Symphony No. 6, Opus 68" Nov. 18 at 8 p.m. at St. George's Anglican Church. Tickets are $8 and $5. On Nov. 26, the U of G Singers, directed by Prof. Robert Hall, Music, perform at 8 p.m. at Dublin Street United Church. Admission is $5.

Chamber music

The Guelph Chamber Music Society presents the Purcell Consort and Guelph Chamber Choir Nov. 20 at 3 p.m. at Westwood United Church. Tickets are $15 and $12.

Volunteers needed

The Big Sisters Association of Guelph is seeking volunteers to join its board of directors for a two-year commitment. Experience in law, finance, business, education and social matters would be an asset. The association is also looking for volunteers with fund-raising and public relations experience for committee work. For more information, call 824-0800.

A class act

The Class Act fund-raising effort kicks off Nov. 16 at noon in the University Centre courtyard. The student-led initiative is working to raise $95,000 from the graduating class of '95 through pledges and donations. For more information, call Richard Vollans at Alumni House at Ext. 6657.

Dramatist visits

Australian writer and dramatist Sue Woolfe will show a student-produced video of *Painted Woman*, a 1991 stage adaptation of her first novel, and discuss her work Nov. 23 at 1 p.m. in Room 229 of the MacKinnon Building. On Nov. 24, she will discuss her book *Making Stories: How 10 Australian Novels Were Written*, at 11:10 a.m. in MacKinnon 230. Her visit is sponsored by the departments of English and Drama.

On exhibit

Watercolors by local artist Vickie Martin are on display at the University Club until Dec. 2. Martin will attend an open house Nov. 20 from 2 to 5 p.m.

Charity bazaar

The Rundle chapter of the Order of the Eastern Star will hold a Christmas tea and bazaar Nov. 26 from 11 a.m. to 4 p.m. in the International Order of the Oddfellows Hall on Albert Street. Admission is $3. Proceeds will be donated to five local charities.

On stage

Royal City Musical Productions presents *Annie* Nov. 25 to 27 and Dec. 1 to 3 at E.L. Fox Auditorium. Tickets are $14 general and $10 for seniors on Thursdays, $16 and $12 on Friday, Saturday and Sunday. Youth tickets are $10 for all performances. For tickets, call 821-7267. ❑

JOBS

As of *At Guelph* deadline Nov. 11, the following opportunities were available to on-campus employees only:

Course Production Co-ordinator, Distance Education. Salary range: $13.17 minimum, $16.46 job rate, $19.76 maximum. Removal date: Nov. 18/94.

Library Assistant, Centralized Collection Maintenance, McLaughlin Library. Salary range: $11.90 minimum, $14.88 job rate, $17.86 maximum. Removal date: Nov. 18/94.

Library Assistant, Coding Section-Cataloguing, McLaughlin Library. Salary range: $13.17 minimum, $16.46 job rate, $19.76 maximum. Removal date: Nov. 18/94.

It is the University's policy to give prior consideration to on-campus applicants. To determine the availability of University employment opportunities, visit Client Services on Level 5 of the University Centre or call 836-4900. ❑

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Large burlap (jute) bags, great for wrapping trees, Jamie, 837-0318.

Pro-Flex 352 Hybrid bicycle, only one month's use, low-rider front luggage rack, back rack, Tracy, 837-2591.

Color television, black and white television, table, call Jiwu, Ext. 3969 or 837-1755.

Used office chair, five-wheel base, arm rests, swivel/tilt, beige cloth covering, good condition, George, 823-0047.

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WANTED

Two-bedroom apartment for young couple with child, laundry facilities, close to downtown, for Dec. or Jan. 1, John, 837-0807.

Female to share two-bedroom condo on Conroy with female, must like cats, $325 a month inclusive, Candi, 824-3712 or 837-1195 after 9 p.m.

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CALENDAR

THURSDAY, NOV. 17

Fair November - This 20th annual show and sale of Canadian crafts runs until Nov. 20 in Peter Clark Hall. Hours are 10 a.m. to 9 p.m. Thursday and Friday, 10 a.m. to 6 p.m. Saturday and 11 a.m. to 5 p.m. Sunday. Admission is free.

Animal and Poultry Science Seminar - Graduate student Byron Lawrence discusses "Interaction of Production, Herd Life and Conformation in Canadian Jerseys" at 10:10 a.m. in Animal Science 141.

VMI Seminar - Joachim Frey of the Institute for Veterinary Bacteriology at the University of Beme, Switzerland, explains "RTX Toxins in *Actinobacillus Pleuropneumoniae* and Their Role in Virulence" at 11 a.m. in VMI 101.

Pathology Seminar - "Alpha-2-Macroglobulin — A Bovine Acute Phase Protein?" is the topic of graduate student Kris Ruotsalo at 11:10 a.m. in Pathology 2152.

Concert - The Department of Music presents a free concert featuring Prof. Mary Cyr on viola de gamba and Sandra Mangsen on harpsichord at noon in MacKinnon 107.

Lecture - The Department of French Studies is hosting a talk by Brian Merrilees of the University of Toronto on "The Shape of Things to Come: Looking at Medieval Dictionaries" at 1 p.m. in MacKinnon 235.

Mathematics and Statistics Seminar - Prof. Alexander Mercer discusses "On Deleting a Row and Column from a Differential Operator" at 3:10 p.m. in MacNaughton 201.

FRIDAY, NOV. 18

Nutritional Sciences Seminar - Alison Stephen asks "Does Butyric Acid Mediate the Protective Effect Against Colon Cancer of Carbohydrates in the Diet?" at 11:10 a.m. in Animal Science/Nutrition 141.

Biomedical Sciences Seminar - "Glucocorticoid Influence on Ovarin IGF-1 and Steroid Hormone Production" is the focus of graduate student Maria Viveiros at noon in OVC 1642.

Evolution/Systematics Seminar - Riccardo Leviseti of the University of Chicago discusses "The Visual Apparatus of the Trilobites" at 3:10 p.m. in Axelrod 259.

Prof. Mary Cyr performs on the viola de gamba Nov. 17.

Economics Seminar - "On the Power of Cointegration Tests: Dimension Invariance vs. Common Factors" is the topic of Anindya Banerjee of Oxford University at 3:30 p.m. in MacKinnon 132.

SUNDAY, NOV. 20

Cycling Club - A 40-kilometre ride to Guelph Lake and a 25- to 35-km off-road ride leave from the UC south doors at 10 a.m.

Arboretum - A surprise hike leaves from the nature centre at 2 p.m.

MONDAY, NOV. 21

Concert - The U of G Early Music Ensemble performs at 12:10 p.m. in MacKinnon 107.

Applied Human Nutrition Seminar - Graduate student Catherine Schwartz discusses "Anthropometric Status of Infants in Economically Disadvantaged Communities at Age Three Months: Better Beginnings, Better Futures" at 2:10 p.m. in FACS 201.

Chemistry and Biochemistry Club - Andy Tallevi of Glaxo Canada Inc. considers "Molecules to Market: An Overview of the Pharmaceutical Industry" at 5:10 p.m. in MacNaughton 113.

TUESDAY, NOV. 22

Our World - "The Sentence is Silence: Human Rights Violations in the Context of the Censorship and Imprisonment of Writers" is the topic of Elaine Auerbach of PEN at noon in UC 103.

HAFA Seminar - Graduate student Alison Dorr talks about "Diversity in HAFA" at 1:10 p.m. in FACS 233.

Winegard Lecture - Tourism expert Victor Middleton of England discusses "Regional Tourism Development and Marketing" at 5 p.m. in FACS 300.

WEDNESDAY, NOV. 23

Food Science Seminar - Rafael Jimenes-Flores of the University of Illinois looks at "Some Aspects of Milk Protein Research at the University of Illinois" at 10 a.m. in Food Science 202.

Biochemistry Seminar - "The Enzyme Glyoxalase I and Its Role in the Cell" is the focus of Robert Ruman at 12:10 p.m. in MacNaughton 222.

Student Leadership Series - "As Your World Turns: Dealing With Change" is the topic at 5:10 p.m. in the Eccles Centre.

Winegard Lecture - Jacqueline Goodnow, professor emeritus at MacQuarie University in Australia, discusses "Couples Sharing Household Work" at 7 p.m. in OVC Learning Centre 1714. A reception follows in Room 1707.

THURSDAY, NOV. 24

Animal and Poultry Science Seminar - Graduate student Nicole Ramlachan considers "Automated Milking: Implications for Behavior and Production in Dairy Cows" at 10:10 a.m. in Animal Science 141.

Pathology Seminar - Graduate student Krys Grodecki discusses "Effects of Angiotensin Converting Enzyme Inhibitor on the Progression of Samoyed Hereditary Glomerulonephritis" at 11:10 a.m. in Pathology 2152.

Concert - The U of G Jazz Ensemble, directed by Prof. Howard Spring, Music, performs at 8 p.m. at the University Club. Admission is $2.

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The Open Door Church (Anglican/United/Presbyterian) runs Sundays at 7 p.m. in UC 533.

Care of the Soul, a Thursday session of prayer and music, begins at 12:10 p.m. in UC 533.

Womanspirit, a spirituality circle open to all women, runs Fridays at 12:10 p.m. in UC 533.

"Making Music," a musical service led by Sue Smith, will be held Nov. 20 at 10:30 a.m. at the Guelph Unitarian Fellowship at Harris Street and York Road. Everyone is welcome.

Multifaith calendar

In Jainism, Nov. 18 marks the full moon of the first month in the Indian calendar, a time to celebrate the births of several revered and scholarly persons, most notably Lonka Saha.

Nov. 18 is also the day that Sikhs celebrate the birthday of Guru Nanak Dev Ji, founder of the Sikh faith, and the day that Buddhists mark Kathina, when new robes are given to ordained monks and nuns in the Theravada tradition.

In the Baha'i faith, Nov. 23 is Qawl, the 14th month of the year.

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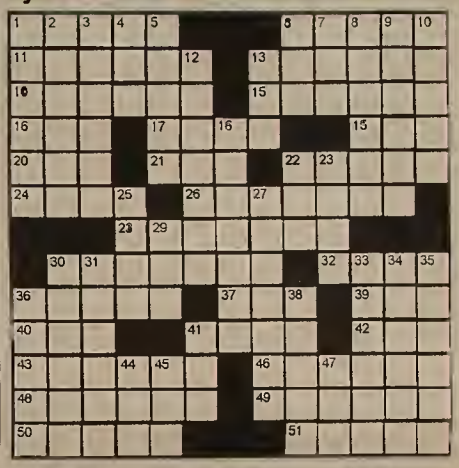

ACROSS

1. Holds out
6. Ridicules
11. Singing bird
13. immoderate partisan
14. French perfumer
15. Home of the Senators
16. Danube city
17. Likewise
19. Where Reno is: abbr.
20. Plant juice
21. Half ton weight
22. White poplar
24. Threesome
26. Sweetened drinks
28. Throw into confusion
30. Popular epigram
32. Jezebel's husband
36. Heavenly bliss
37. Computer language
39. Tokyo formerly
40. Volatile computer memory
41. Burden of proof
42. Actress Myma
43. Cossack chief
46. Ancient Greek youths
48. Legislative assembly
49. Ladd and Keaton
50. Lying facedown
51. Cross swords

DOWN

1. Grasshopper
2. Squared stone
3. Shrimp dish
4. Soft metal
5. Move secretly
6. Black
7. Wear away
8. Small kite
9. Spur wheels
10. Barrel part
12. Oval
13. Animal garden
18. Kilt pouch
22. Uraeus symbol
23. Greek letter
25. Aroma
27. Toned down
29. Climbing vine
30. Inferior racehorse
31. Italian cheese
33. Montana capital
34. Sun-dried bricks
35. Engagingly youthful
36. Comprehend
38. Savory jelly
41. Single unit
44. Adult male
45. Consumed food
47. Actor Holbrook

For crossword solution, see page 2.

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Keep those cups and plates coming!

This dumpster full of polystyrene represents 1/40th of the amount U of G has recycled over the last 10 months. In total, the University has added four metric tonnes to the city's polystyrene program. Celebrating the achievement above are, from left, campus waste-management co-ordinator Alex Hall, Sheila Attwell of Hospitality/Retail Services and Trevor Barton, city recycling co-ordinator.

They're an asset to the community

by Maurice Oishi
University Communications

Making the connection between grassroots organizations and high-tech efficiency is what the group Community Assets is all about.

Community Assets started up earlier this year with the goal of helping non-profit organizations and individuals "meet unfulfilled needs," says co-ordinator Kurt Liebe, a graduate student in the University School of Rural Planning and Development and the Department of Rural Extension Studies. That means providing the physical goods to help organizations become more efficient.

"We live in a technological society, but not everybody has access to that technology," Liebe says.

To date, most of the group's energy has been directed at putting computer technology in the hands of organizations, but other items such as desks and office dividers are also welcome, he says.

The group's first effort involved supplying two used computers and four monitors to a neighborhood group interested in offering word-processing and spreadsheet training to its local clients.

Since then, Community Assets has given a computer to a community health centre library and has pledged $60,000 worth of computers over three years to the fledgling Wellington County FreeSpace initiative (a campaign to provide an electronic forum for rural dwellers).

The eight-member group tries to meet needs on both sides of the fence, says Liebe. "Some people have needs; others want to provide a service or equipment."

U of G departments have been a major contributor of used goods, and other institutions have followed suit. One recently sold the group 22 used computers for $100. An individual has offered a used Volkswagen van, a potential asset for an organization that needs transportation for its clients.

The sheer volume of contributed goods might be a boon for recipient organizations, but it's a short-term bane for Community Assets, says Liebe. One of the problems is that in providing the original owners of assets with service, "we take everything they've got to contribute, whether we need it now or not. We need a place to store stuff and use as a repair shop."

He aims to keep the group small, if only in concept. Formalizing and expanding the group could impose a bureaucracy that might impede the service Community Assets offers, he says. Plus, there's the personal aspect. "We're very much interested in keeping in contact with the community."

One member of the group works for an insurance company as a systems consultant. Another works in the social services, but loves technology, says Liebe. "It's a way to provide an outlet for his energies."

As for Liebe's motivation, "I grew up in a rural community and neighbors look after each other. And that's just the way it is." ❐

Danced night away for the United Way

They danced, sweated and blistered, but they made it through a 24-hour dance-a-thon for the United Way.

Students Gavin St. Louis, Karen Bailey and Vijay Khurana twinkle toed through the last dance in the College of Biological Science Student Council event.

The dance-a-thon raised $1,300, mostly through pledges to the dancers.

The event was sponsored by the College of Social Science Student Council, Interhall Council, Hospitality and Retail Services, Pizza Pizza, Tim Horton's, the Central Student Association, the College of Arts Student Union, Safe Walk and First Aid Response, Ultimate Sound and Vision, Gryphs Sports Shop, the University Bookstore, Travel Cuts and HMV.

The campus United Way campaign is moving into its final push to reach its goal of $170,000, says co-chair Chuck Cunningham of the Office of the Registrar.

"We're still almost $30,000 short of our goal," he says. "With the campaign starting to wind down, it's really important that anyone who hasn't contributed to the campaign do so now.

"We urge everyone to think about the benefits of supporting the United Way. Remember that all the money stays in the community, helping 39 local agencies to help people in need."

The final incentive draw in the campus campaign is Nov. 25. The two grand prizes are a weekend for two in Toronto courtesy of TTI Frederick Travel in Guelph and a Stratford Festival hotel and theatre package.

Nov. 18 is a campus-wide dress-down day. You're asked to pay $2 if you come to work dressed down, $1 if you don't.

People who like to cook can also contribute to the United Way by buying a copy of *Anne Lindsay's Light Kitchen*, a cookbook filled with no-fuss, low-fat, east-to-prepare recipes.

Proceeds from sales of the cookbook benefit United Way campaigns across Canada. It is available until Dec. 2 in the University Bookstore and at Campus Junction. Cost is $19.95. ❐

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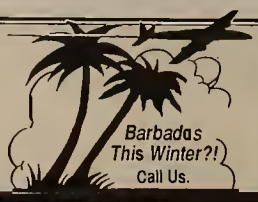

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Volume 38 No. 38 | University of Guelph, Guelph, Ontario | November 23, 1994

FIRST GLANCE

We can do it!

The 1994 United Way campus appeal is so close to success that organizers are confident the $170,000 goal will be reached. As of Monday, the total raised was $157,255, which surpasses the final tally for last year's campaign.

Campus campaign co-chair Chuck Cunningham, assistant registrar for liaison, says there is no count yet for last Friday's successful casual day and that there is still money coming in for the many special events held for United Way across campus.

"If everyone who has not yet completed a pledge card gets it in to a canvasser, and the money raised at special events is turned in, we are sure to reach the goal," he says.

The final incentive draw for two grand prizes is Dec. 7. The prizes are a weekend for two in Toronto courtesy of TTI Frederick Travel and a hotel and theatre package in Stratford. Everyone who made a donation to this year's appeal is eligible for the draw.

Inside:

B of G gives OK to student fee protocol . 2

Senate backs new slot system 3

Update on Strategic-Planning Commission committees 4

Vaccinating skunks: A foul idea? 5

Encyclopedia chronicles post-colonial writers . 8

Thought for the week

Better a bald head than none at all.

Austin O'Malley

DOWNTOWN GUELPH

Making tracks

It's been a vintage harvest for U of G teams like the men's cross-country team, represented here by Chris Carrick. The team had its best finish in over two decades, fourth in the OUAA. Members of the women's rugby team were OWIAA champs in their first year of action. Women's soccer and men's rugby brought home silver in their leagues, and women's field hockey came back from the OWIAA championships with a fourth-place finish.

Photo by Brian Lindsay

President's report released

The 1993/94 president's report, "Shaping the Future," was released this week. It describes the highlights of the year and charts the course ahead. It is designed for external audiences — business, government, local community and alumni leaders, other universities and donors.

The report describes U of G's efforts to confront the challenges of decreased government funding through strategic planning, the early retirement program, real estate development and management of the endowment portfolio. Profiles of faculty, staff and students give a glimpse of the people side of the University.

The report was written and produced by University Communications and designed by Graphics in Printing Services.

For the first time, the report has been published as a tabloid. Because it was inexpensive to produce (45 cents a copy), it will be distributed more widely off campus. The last president's report in 1991 was published in traditional book format at a unit cost of $5.36.

"We are conveying a message of high academic quality, talented people, diversity, commitment to excellence and fiscal responsibility in this report," says president Mordechai Rozanski.

"We're reinforcing the fiscal message with an inexpensive but effective medium. In response to calls from governments and taxpayers for universities to be more accountable, this publication serves as a report card on our progress in a number of key areas — undergraduate and graduate programs, research and scholarship, teaching, support services, fund raising and finances."

In the interest of conservation, the report is not being inserted in *At Guelph*. Instead, a few will be sent to each department, and copies will be available in deans' offices, the University Club on Level 5 of the University Centre, University Communications on UC Level 4 and in *At Guelph* distribution boxes on UC Level 1. For more copies, call University Communications at Ext. 6582. ❐

Guelph names VP, finance and administration

Nancy Sullivan

Board of Governors approved the appointment last week of Nancy Sullivan as Guelph's new vice-president, finance and administration.

Sullivan, who is currently vice-president of administration and finance at Trent University, assumes the position Jan. 10, 1995. She succeeds administrative vice-president Charles Ferguson, who retires next month.

President Mordechai Rozanski says he's delighted with Sullivan's appointment. "Nancy comes to U of G with a wealth of knowledge in this particular area and wide experience at a sister institution and with the provincial and federal governments," he says.

Sullivan, who has been on campus in recent weeks meeting with Executive Group, VPAC, members of Board of Governors, the Consultative Forum and the directors who report to her position, was the enthusiastic choice of all for this position, Rozanski says.

The new VP says she's looking forward to coming to Guelph and to meeting the challenges U of G will face in the next decade.

Reporting to the president, Sullivan will be responsible for supervising U of G's financial and administrative affairs, including physical plant, human resources, pension matters, liaison to B of G and the Heritage Fund board of trustees and their respective committees, safety and security services, hospitality, retail and printing services, real estate, the Macdonald Stewart Art Centre and the Cutten Club.

As Trent's senior financial officer since 1991, Sullivan was responsible for administering financial affairs and managing human resources, physical resources, student financial assistance, campus security and such ancillary operations as parking, a printshop, a bookstore and a convenience store. She also administered the pension fund and maintained relationships with the Ministry of Education and Training.

Previously, Sullivan was with the Manitoba government as executive director of the pay equity bureau and assistant deputy minister with the department of education and training. Before that, she was with the University of Manitoba as executive assistant to the administrative vice-president and as a staff relations officer.

A 1971 graduate of McGill University, Sullivan began her career with the Association of Universities and Colleges of Canada, where she was associate editor of *University Affairs* and, later, staff relations officer. In the latter position, she developed a collective-bargaining advisory service for chief executive officers of the 65 member universities across Canada.

The new VP says she expects to move to the Guelph area as soon as possible. Away from the office, she collects Canadian aboriginal art and antiques, including Canadian pine furniture and miniature tin kitchen implements. She is also a hiker and cross-country skier.❐

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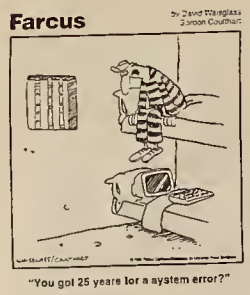

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Obituary

Professor emeritus Francis Newbould died Nov. 16 in London. He was 82. He worked on campus from 1954 until his retirement in 1978 from the Department of Veterinary Microbiology and Immunology.

He is survived by his wife, Jean Cameron Campbell, four children — Mary Reimer of Kitchener, Evelyn Vahramian of Brampton, Francis of Toronto, and Ian of Sackville, N.B., and 11 grandchildren.

Memorial contributions to St. John the Evangelist Capital Restoration Fund in Elora would be appreciated. ❐

B of G gives nod to student fee protocol

A permanent protocol for student support services fees was approved by Board of Governors Nov. 17. It is based on the interim protocol endorsed by the board June 22 following a March 23 change to compulsory ancillary fees by the Ministry of Education and Training (MET).

The new protocol, agreed to by the U of G administration, the Central Student Association and the Graduate Students' Association, sets out five guidelines. They include the establishment of a committee on student support-services fees and a stipulation that no fee increases will be permitted without student approval through a referendum.

In other business, B of G will discuss a draft set of board-oriented performance indicators for the University at its next meeting Jan. 26, 1995. President Mordechai Rozanski informed the board that Derek Jamieson, director of Institutional Analysis and Planning, has prepared a draft set of indicators.

These are in response to the Broadhurst report on university accountability and Guelph's concern, expressed in the strategic-planning process, that good management means being accountable and transparent, Rozanski said.

Guelph's proposed performance indicators focus on inputs and outputs.

B of G members will receive the draft indicators before their next meeting so they will have ample opportunity to review them before ongoing discussion takes place.

Rozanski said it's important that U of G develop these indicators because the province is talking increasingly about "micromanaging" universities and a "value for money audit" by the auditor-general.

"We must show that we are in compliance with our own objectives and that our Board of Governors is our reviewer," he said.

B of G chair Bill Brock said this is probably one of the most important tasks before the board. In the past, B of G has spent much time on financial goals, but not much on performance goals, he said.

B of G also approved the $35.6-million Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA) budget for 1994/95.

Last year, OMAFRA announced a $4-million reduction to this budget over the 1993/94 and 1994/95 fiscal years, and the final $2 million is reflected in this budget.

The OMAFRA budget is about 20 per cent of Guelph's operating budget. It involves two major components — $30.1 million for research and education and $5.5 million for the veterinary clinical education program. Because OMAFRA funding is on a contract basis, no accumulated budget deficits are permitted by U of G.

The revised 1994/95 MET budget was also approved. Last April, the board accepted a preliminary budget with a $3.4-million Cresap deficit that did not contain estimates for the special early retirement program (SERP). The revised budget reflects the $17.7-million impact of SERP costs.

U of G projects an accumulated $21.1-million deficit by fiscal year end April 30, 1995. B of G has mandated that the SERP deficit be paid back by Sept. 30, 1998.

The board also approved revised membership to three committees. Effective immediately, Prof. Mary Beverley-Burton, Zoology, joins the finance committee, Elizabeth Macrae is on the pensions and benefits committee, and Louise Tremblay is a member of the audit committee. ❐

LETTERS

Exclusive centre not in keeping with anti-racism principles

Clearly, the final report of the President's Task Force on Anti-Racism and Race Relations represents an important step forward in formulating a human-rights policy for U of G. It also reflects broad participation and a clear commitment to making our community more inclusive and tolerant.

What a shame that as members of the University work to break down racial barriers, another wall is being erected — surprisingly, by some of the same people. You'll find this wall around the Clarence Munford Centre in Johnston Hall.

The Munford Centre opened Oct. 28. From what I understand, its goal is to provide a focal point to explore ways to resist racism and support victims of racism on campus. This is an admirable goal that we must all support.

But I was shocked to hear (from four sources) that part of the centre's official opening was only for persons of color.

More outrageous still was the revelation that part of the centre's space is to be reserved exclusively for persons of color.

Central to the task force report's statement of principles is that the University must aim to eliminate discrimination based on race. Racial discrimination is defined in the report as "actions or behavior that result in adverse or differential treatment of an individual or group on the basis of race/color." Examples of this include "failure to provide equal access to premises, goods, services, facilities or accommodation on the basis of race/color."

Could the contradiction be any clearer?

It amazes me that the Munford Centre expects to get away with this policy. Aside from that, can the proponents of the centre and the anti-racism cause in general afford to alienate any well-meaning member of the University community?

The contradictory policies serve to confuse and divide. The invitation to the Munford Centre opening reads: "This space is where we honor our differences." But because whites are being excluded from access, I feel I am being told: "You are part of the problem, not the solution. You have nothing to offer." Yet I also read in the task force report that we are all victims of racism.

The Munford Centre's policy is not only personally offensive, but is also an embarrassment to the University, particularly at a time when our human-rights policy is being formulated.

In addition, I am told that the centre is funded through the President's Office and Student Affairs, which are partly funded through my tuition fees.

If the task force document is to be taken seriously and if U of G is to be seen as truly dedicated to becoming an inclusive community, the Munford Centre's "people-of-color-only" policy must be dropped. Then, it can get on with its honorable mandate.

Daniel Sellen
Graduate student
Agricultural Economics and Business

Thank you for the support

Thank you to everyone in the University community who contributed in any way to helping us through our loss of a dear husband, father and grandfather, Alf Thompson.

I'd like to thank his co-workers in the Paint Shop and my co-workers in Housekeeping for their visits, flowers and cards. Special thanks to the young men of Mills Hall, who are always there for me. One day at a time!

Pauline Thompson
Housekeeping

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UNIVERSITY of GUELPH

Executive editor: Sandra Webster, Ext. 3864.
Editor: Barbara Chance, Ext. 6580. **Writer:** Maurice Oishi, Ext. 2592.
Advertising co-ordinator: Vicki Gojanovich, Ext. 6690.
Production: Linda Graham, Ext. 6581.

Editorial advisory board: Prof. Don MacLaurin, HAFA; Prof. David Swayne, Computing and Information Science; Prof. Suzy Laka, Fine Art; Prof. Ann Oaks, Botany; Sheila Treiner, David Hull, U of G Library, Jane Watt, Human Resources; Jim Rahn, Veterinary Teaching Hospital; Prof. Bram Cadsby, Economics; Prof. Praveen Saxena, Horticultural Science; David Ogden, Central Student Association; Elaine Power, Graduate Students' Association; and Guelph lawyer Robin-Lee Norris.

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Please Recycle

Senate backs moving ahead on new course slot system

Senate gave the green light Nov. 15 for U of G to introduce a new slot system for classes no later than September 1996.

Senators enthusiastically endorsed a slot system that would schedule hour-long class meetings on Mondays, Wednesdays and Fridays and 1 1/2-hour-long courses on Tuesdays and Thursdays. The major goal of the move is to maximize the choice of courses available to students, said Board of Undergraduate Studies (BUGS) chair Prof. Norman Gibbins, Microbiology.

BUGS believes the new framework will provide greater flexibility in class length, allowing movement away from a grid of hour-long classes. Systematically accommodating courses of non-traditional length will, in the long run, reduce the incidence of course conflicts for students. BUGS says the new system will also reduce confusion and scheduling irregularities while accommodating larger blocks of free time for both students and faculty.

Unruly since inception

Prof. Bill Hughes, Philosophy, told Senate that the current class-slotting system has been unruly since its inception in 1967 and that plans were afoot to revamp it as early as 1969.

"This is insane," he said, referring to its persistence. "We have been living with a system that forces us to teach in a manner that is uncongenial. I think the reality is that the majority of faculty are desperate to get on with the (revised) slot system."

Under the new setup, classes will start on the half-hour rather than the hour, putting U of G in sync with neighboring universities. A number of senators noted that joint graduate programs will benefit from the increased ease of scheduling courses over the interactive link classroom.

Graduate studies dean Doug Ormrod said the revised system also opens the door for synchronization of graduate and undergraduate courses on campus.

Senators urged that non-academic organizations such as the Guelph Transportation Commission, day-care providers and campus food operations be invited to provide input on the 8:30 a.m. class start time as the new system is formulated.

The original timeframe for introducing the change was the fall semester of 1995, but BUGS has accepted the advice of a computer consultant to postpone implementation to ensure that sufficient consultation has occurred.

"The difficulty is that we are only 11 weeks away from the publication of (the fall 1995) timetable," said Prof. Constance Rooke, associate academic vice-president.

The new slot system is expected to be in place by fall 1996 at the latest, but possibly by winter 1996.

SPC report delayed

Strategic-Planning Commission (SPC) chair Prof. Bev Kay told Senate that the commission's interim report will be published by the end of January.

This delay of about two months will accommodate the extension of the deadline of the Committee on Academic Planning, which is responding to more than 100 submissions received on its interim reports, Kay said.

During February 1995, individuals and groups both on and off campus will have an opportunity to respond to the interim report. This input will be incorporated into the final report of SPC in spring 1995.

The interim reports from the Committee on Academic Planning generated much discussion across campus and raised concerns about the nature of the committee's final recommendations.

Kay told Senate that the committee "does not intend to present a report that will be prescriptive with respect to structural changes." The committee is identifying areas where "opportunities for greater synergy" exist and will recommend that the units involved "be given the responsibility to develop proposals" on how to capitalize on these opportunities.

As instructed in its mandate, the committee will present several different models of the relationships between colleges and departments.

(See page 4 for summaries of recently released reports by several SPC subcommittees.)

SPC debate policy set

Senators approved the procedure they will use to debate the interim strategic-planning report. One or more special meetings of Senate will be dedicated to discussing the document.

The report will come to senators to identify and deliberate on areas of concern and comfort to them. Once a concern is pinpointed by the chair, senators will indicate by a show of hands whether there is consensus on the issue and, if so, how to deal with it, either through editing or reconsideration by SPC.

Where appropriate, the Senate Executive Committee will forward sections of the document to Senate committees for detailed consideration. Comments from the committees will be forwarded to Senate members and to SPC for consideration in preparing the final document. If necessary, further special meetings of Senate will be called.

Update on human rights

In other business, president Mordechai Rozanski gave senators an update on progress on the report from the Task Force on Anti-Racism and Race Relations. He said he is waiting for responses from several Senate committees and is meeting with interested groups before deciding on the recommendations.

Nevertheless, he said, he believes that several broad initiatives in the report could be launched. The first and most urgent task is to begin a search for a director of human rights, he said.

In addition, academic vice-president Jack MacDonald is to form a diverse group to establish the parameters of an educational equity policy. Creation of the policy will occur in consultation with Senate, departments, colleges, faculty, staff and students.

Rozanski said he also plans to convene a group to draft an umbrella human-rights policy and complaints procedure that would be managed by one human-rights office and a single human-rights advisory committee working closely with "purpose-built" subcommittees on sexual and gender harassment, racism and other forms of intolerance.

As a human-rights policy is being designed and as U of G moves through implementation of various aspects of the task force's report, Rozanski will consult regularly with such groups as Senate, the Faculty Association, students and committees currently looking at human-rights issues, such as the Anti-Racism and Race Relations education subcommittee.

"In our common determination to build an environment free from any form of harassment or intolerance, we must assure that the policies and procedures we adopt are consistent with our ideals as well as our community values, including academic freedom and freedom of expression," he said.

A human-rights workshop for senior administrators will also be offered in the near future.

No Cruickston decision

The president also updated senators on Cruickston Park, the 397-hectare estate in Blair bequeathed to U of G in 1968 by Matthew Wilks Keefer. Rozanski said no decision has been made to sell the property.

The Board of Governors real estate and development committee of the Board of Trustees is reviewing the recommendations of the Cruickston Park Advisory Committee, and a second retreat will be held shortly to continue the review.

The Region of Waterloo has adopted a new regional plan, which is currently with the Ministry of Municipal Affairs for review and approval. In the future, rezoning may have an impact on any action the University takes on Cruickston Park, Rozanski said.

Library hours

Acting chief librarian Ron MacKinnon addressed Student Senate Caucus requests for extended library hours during exams and earlier openings on Saturdays. Significant staff and resource issues are involved, he said, but a full review is planned. The library will consider staying open until 2 a.m. for the upcoming exam period.

Revised MET budget

Senate received for information the 1994/95 revised Ministry of Education and Training operating budget. B of G approved only a preliminary budget last spring because the University did not know the impact of the special early retirement program (SERP).

John Miles, assistant vice-president, finance, led senators through the highlights of SERP and noted its costs to the institution. (See details in the report on B of G on page 2.)

Research structure

Senators approved a Senate Committee on University Planning (SCUP) recommendation that the Office of Research report to the provost and vice-president (academic).

The committee to review the central administration recommended last month that the Office of Graduate Studies and Office of Research merge and report to the provost and VP (academic). The proposed merger is now under study by the boards of Graduate Studies and Research, and a response is expected later.

Regardless of the model adopted for the two offices, the *reporting relationship is desirable*, according to SCUP.

Committee membership

Senate also approved a Committee on Bylaws and Membership report on membership changes for 1994/95. (See page 5 for a complete listing.) Senators voiced support for a new nomination process in addition to faculty preferences to encourage non-senators to serve on Senate committees.

The preference form for senators is also being revised to allow them to rank committee preferences and to provide information on their strengths and interests.

Membership on the standing committees and boards for the ensuing Senate year will be determined in May, one month earlier than in the past, so that committee memberships are firm before Sept. 1 and committees can elect chairs before the first meeting of the new academic year.

OCGS appraisal

The Board of Graduate Studies submitted a report on the results of Ontario Council on Graduate Studies (OCGS) appraisals for 1994/95. OCGS has classified the M.Sc. program in mathematics and statistics and the PhD program in applied mathematics as "good quality" and has approved them to continue.

Selection committee

Senate elected Prof. Ann Gibbins, chair of the Department of Animal and Poultry Science, as an alternate for Prof. Ken Kasha, Crop Science, on the selection committee for provost and VP (academic). Kasha goes on sabbatical in January, and the decision on a new VP may not be made by that time. ❑

On stage

Sean Pratt, left, Steve Becker, centre, and Cameron Kirkwood, enact a scene from *Bloody Poetry*, a play by Howard Branton about poet Percy Bysshe Shelley's years of exile. The Department of Drama production runs from Nov. 28 to Dec. 3 at 8 p.m. on the Inner Stage. Tickets are $6 Monday to Wednesday, $9 Thursday to Saturday, and are available at the University Centre box office.

Photo by Maurice Oishi, University Communications

THE
Strategic-Planning Commission

Review of SPC reports calls for greater integration

Editor's note: These articles are part of an ongoing series on the reports of the Strategic-Planning Commission committees. This week, *At Guelph* provides summaries of reports from the committee on faculty appointments and from a committee assigned to synthesize the findings of three task forces. Next week, look for reports on the committees dealing with workload and resource allocation, internationalism and the co-op program.

A committee of the Strategic-Planning Commission (SPC) has synthesized reports from three SPC task forces and developed 10 recommendations.

The review of the three task forces — financial, human and physical resources; academic and administrative support; and services to students — focused on three areas:

- services supporting learning;
- resources and services supporting the entire University community; and
- allocation of budgets to support these services.

The original reports of these task forces were not circulated publicly.

The first two recommendations, which deal with services supporting learning, focus on linking academic activities with other activities at U of G. The first recommends greater integration between academic areas and student-support services. An illustration of that would be the integration of the responsibilities of the Board of Undergraduate Studies and the Senate Committee on Student Development.

"The responsibilities of the new committee would be compatible with the philosophy that learning and personal development are cumulative, mutually shaping processes that occur in many different settings," says SPC chair Prof. Bev Kay, Land Resource Science.

The second recommendation is that Guelph strengthen links with its external constituencies and develop a plan to capitalize on the diversity of strengths of all members of the University.

In the area of academic advising and counselling, which has been the subject of considerable debate, it is recommended that an administrative framework be created to deal with issues such as management structures, resource allocation, accountability, training, recognition and reward systems, and definition of roles and responsibilities of various personnel.

"The institution must place higher priority on advising and counselling in the next decade to ensure that students can make most effective use of the programs and resources at the University," the report says.

Another recommendation involves the library. It urges the provost and chief librarian to discuss with their counterparts at the three neighboring universities and with the Ministry of Education and Training how best to collaborate in meeting the needs for library services at the four universities in the next century.

In the area of computing and networking technology, the report recommends that a master plan be developed to meet U of G's evolving needs for computing and communications hardware, supporting software, resources and decision-making structures. This will allow the University to use opportunities offered by technology more effectively, Kay says.

A human resources management philosophy with 10 key elements is proposed. The report recommends that Human Resources play a more proactive role and that there be a reorientation of activities in the division.

As for physical resources, the report recommends "with considerable unease" that U of G continue its current level of support to maintenance — even though the level of deferred maintenance is estimated to exceed $40 million.

In the area of financial resources and their management, it's suggested that entrepreneurial activities be developed that are compatible with the University's mission.

And in the allocation of budgets to support services, the report recommends that annual reviews and seven-year comprehensive reviews become part of the resource-allocation process for all units providing a service function. It also suggests that a committee be struck to develop the review process. Members will include the administrative vice-president, two deans and three representatives from the service area.❐

Revisit faculty policies on terms of appointment

It's time to bring U of G's faculty policies in tune with the times. That's the conclusion of a SPC committee assigned to examine terms of appointment for faculty.

Guelph's faculty policies are "an amalgam of decisions made over the last 25 years," says committee chair Prof. Alun Joseph, Geography. "They speak to much simpler days in terms of the work we do. They speak to generalities and emphases that are changing. We really need to clarify some of our regulations. We've got to go into the handbook and revisit some of the ideas there."

One idea the committee suggests revisiting is that faculty will maintain the same mix of activities over their career, says Joseph.

"It's silly to think you can have someone around for 30 years and that they'll still be doing the same things they were doing 10 years before, or 10 years before that."

Although the committee believes most U of G faculty are overachievers in terms of teaching and producing published scholarly work, there are situations where people can't contribute as much as they might, says Joseph. "Their research programs may be inactive or in decline. As a result, they may be judged to be underperforming." This can result in inequities in department workloads and resentment among colleagues.

"Let's be constructive about this," he says. "Let's keep people contributing to the University."

One way to do this is to set up clearly defined options in faculty policies, he says. "An obvious thing is to have people make themselves available for more teaching and extension services, like continuing-education courses." This would probably mean teaching in all three semesters, he says.

Another option is for a faculty member to take a change in appointment from full-time to part-time.

The committee recommends that the University explore through the Joint Faculty Policies Committee (JFPC) the possibility of embedding these two options in faculty policies. Although reduced appointments are consistent with existing policies, expansion of teaching duties would require changing the requirement that one out of every three semesters must be a research and development semester.

The committee also recommends that the University:

- encourage department chairs and promotion and tenure committees to make realistic judgments of underperforming faculty; and
- reaffirm the power and responsibility of department chairs to assign teaching responsibilities to maintain workload equity.

Another area where faculty policy needs to be revisited involves alternative career paths, says Joseph.

The committee notes that although Article 19 in the special plan agreement provides a broad framework for faculty wishing to deviate from a traditional career path of research and teaching, there has been much misunderstanding about the article's intent.

The committee recommends that the University explore through JFPC the tension between Article 19, which supports the rights of individual faculty to identify their own career path, and the need of department chairs to meet operational demands through flexible allocation of workloads.

The committee also recommends that the University:

- clarify expectations about the amount of teaching expected of faculty following a teaching path; and
- encourage chairs, P and T committees and faculty to be more accepting of non-traditional patterns of responsibility.

Other members of Joseph's committee are Norman Gibbins, Ian McMillan, Constance Rooke, Bruce Ryan and Margaret Stewart. Staff support was provided by Cathy Beattie and Becky Morrison. ❐

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PhD student Claudia Schubert-Kuehner, who is working with Prof. Tom Nudds, questions whether skunk vaccination programs are successful in countering potentially deadly rabies.

Photo by Trina Kosler, Office of Research

Vaccinating skunks: A foul idea?

by Leigh Funston
Office of Research

Even in a densely populated city like Toronto, more than 200 people are treated for skunk rabies each year, at a cost of $100,000 to taxpayers.

Skunk rabies, which also affects foxes, is the only kind that's really prevalent in Ontario, and steps are being taken to control it by trapping skunks and vaccinating them.

But a U of G researcher warns that there's still not enough evidence to prove vaccination programs successfully counter the potentially deadly disease.

Since 1990, Claudia Schubert-Kuehner, a PhD student working with Prof. Tom Nudds, Zoology, has been involved with the Ontario Ministry of Natural Resources trap-vaccinate-release (TVR) program.

It started three years earlier as a pilot project in southwest Scarborough, where skunk rabies flourished.

Here's how it worked. Animals within a 60-square-kilometre area were caught and vaccinated, then released at the point of capture. Skunk rabies spreads easily among large populations of wildlife; through this program, the ministry was trying to create a "wall" of immune animals to minimize further spreading.

Initially, the TVR program seemed to be a success. Researchers observed that once the animals had been vaccinated, the prevalence of rabies went down.

But Schubert-Kuehner questioned the reliability of the results. It's believed that the disease runs in cycles. A high rabies prevalence results in a high mortality rate, causing the population and disease to decline.

She thought the rabies decrease might not be due solely to the vaccinations, but might simply reflect a low point in the disease's cycle.

"Although this explanation of the rabies cycle is supported in the academic literature, it had not been scientifically demonstrated," Schubert-Kuehner says.

She decided to test the theory. She compared the prevalence of skunk rabies in the area where the TVR program had already been implemented (the treatment area) with that in the rest of Scarborough, the "control" area.

To her surprise, she found that in both the treatment and non-treatment areas, rabies had declined. And from her perspective, that means it's premature to conclude that rabies had decreased because of the vaccination program.

"This isn't to say that vaccinating the population is not effective, but the system had not been challenged," says Schubert-Kuehner. "It is very important to have a control area. Without it, you can draw false conclusions."

Other variables such as weather conditions and food shortages must also be considered, she says.

Schubert-Kuehner is applying her results to other aspects of skunk rabies control, looking at issues such as the impact of skunk vaccination on wildlife populations.

Because rabies may act as population control, researchers have to address whether inhibiting spread of the disease will lead to a population boom among the animals.

At a time when research funding is short, she commends the ministry for supporting research like this that helps address the longer-term benefits of wildlife disease management in urban areas. ❐

GRADUATE NEWS

The final examination of PhD candidate **Benjamin Adu**, Engineering, is Nov. 29 at 10 a.m. in Room 417 of the University Centre. The title of the thesis is "Microwave Heating and Mass Transfer in Porous Hygroscopic Solids." The adviser is Prof. Lambert Otten.

The final examination of PhD candidate **John Lumsden**, Pathology, is Dec. 8. The seminar presentation is at 9 a.m. in Room 2152 of the Pathology Building, followed by the defence in Room 1106. The thesis is "Gill-Associated Antibody of Trout and the Response to *Flavobacterium Branchiophilium*, the Cause of Bacterial Gill Disease." The adviser is Prof. Hugh Ferguson.

The final exam of M.Sc. candidate **Bradley Geddes**, Biomedical Sciences, is Nov. 28. The presentation is at 1:30 p.m. in OVC Learning Centre 1715, followed by the defence in Room 1708. The thesis is "The Forebrain Angiotensin-II System Partially Mediates the Central Actions of Relaxin." The adviser is Prof. Alastair Summerlee. ❐

Interested members of the University community are invited to attend. ❐

Correction

In an *At Guelph* article Nov. 16, Jocelyne Proulx, chair of the President's Advisory Committee on Gender and Sexual Harassment, was incorrectly described as a member of the Department of Animal and Poultry Science. She is, in fact, employed by the Budget Office. ❐

Senate board and committee members for 1994/95

Executive Committee

Ex officio: Lincoln Alexander, Mordechai Rozanski, Jack MacDonald, Rob McLaughlin, Arnold Holmes, chairs of Senate standing committees.
Members: Bill Hughes, Lynn McDonald and students Yolanda Wiersma and Heather Coulter.

Committee on Bylaws and Membership

Ex officio: Lincoln Alexander and Mordechai Rozanski.
Members: Alan Meek, Carole Stewart, Doug Goff, Lewis Abbott, David Noakes, Jim Mottin, Cynthia Scott-Dupree, Susan Evers, William Bettger and student Laura Beattie.

Board of Undergraduate Studies

Ex officio: Lincoln Alexander, Mordechai Rozanski, Constance Rooke, Brian Sullivan, Arnold Holmes, Virginia Gray, Ron MacKinnon, Nancy Clendenning and student Donald Cockburn.
Members: Bruce Sells, Michael Nightingale, Jim Atkinson, Nancy Bailey, Norman Gibbins, Jill McCutcheon, Peter Pauls, John Phillips, Padraigh O'Cleirigh, Jim Mottin and students Paul Guy, Ian Simmie, Karen Schuur and Lisa Taylor. One diploma student to be announced.

Board of Graduate Studies

Ex officio: Lincoln Alexander, Mordechai Rozanski, Jack MacDonald, Larry Milligan, Brian Sullivan, Ron MacKinnon, Doug Ormrod, Susan Pfeiffer.
Members: Ann Gibbins, Andrew Gordon, John Goddard, Brian Calvert, Alun Joseph, Kiyoko Miyanishi, Larry Peterson, Don Reid, Jean-Pierre Vaillancourt and graduate students Dale Dickinson, Daniel Mainville, Trina Burden, Daniel Sellen, Mark Stevenson and Patrick Senson.

Research Board

Ex officio: Lincoln Alexander, Mordechai Rozanski, Larry Milligan, Doug Ormrod and Pat Gentry.
Members: Iain Campbell, David Knight, Fred Evers, Peter Kevan, Wayne Martin, Ann Wilson, Janet Wood, graduate student Heather Coulter and alumnus James Weeden. One graduate student to be announced.

Committee on Student Petitions

Members: Mary Beverley-Burton, Gerry Manning, Bill Nickling, Ramesh Rudra, Pat Wright, Mary Buhr, graduate students Denis VanEngelsdorp and Dale Dickinson and undergraduate students Karen Gleason, Jason Davis and Susan Meharg.

Library Committee

Ex officio: Lincoln Alexander, Mordechai Rozanski, Jack MacDonald, Doug Ormrod, Ron MacKinnon, Mary Beverley-Burton.
Members: Chairs of college library committees, Moira Ferguson, Jimmy Law, John Livernois, undergraduate student Anders McKenzie and graduate student Daniel Mainville. One grad student to be announced.

Committee on Awards

Ex officio: Lincoln Alexander, Mordechai Rozanski, Ken Murray, Bill Brock, Peter Landoni, Susan Pfeiffer and college representatives.
Members: Cathy Ralston, Ken Grant, Peter Brigg, David Swayne, Caesar Senoff and student Sheryl Lee.

Committee on University Planning

Ex officio: Lincoln Alexander, Mordechai Rozanski, Jack MacDonald, Derek Jamieson (non-voting).
Members: John Barta, Louis Christofides, Glen Van Der Kraak, Tim Sauer, John Simpson, Don Stewart, Donna Woolcott, Thom Herrmann, undergraduate student David Hayter and graduate student Mark Stevenson.

Committee on Student Development

Ex officio: Lincoln Alexander, Mordechai Rozanski, Constance Rooke, Brian Sullivan, Don McIntosh, Andre Auger, Tom Carey, Nancy Bailey and Shelly Bimie-Lefcovitch.
Members: Michael Moss, Les Evans, David Farrel, Ken Fisher, Gerry Hofstra, Sandy Middleton, Joe Mokanski, Wendy Parker and undergraduate students Natalie Kontakos, Darryl Finnigan, Iyad Abbas and Scott Allen.

Committee on International Activities

Ex officio: Lincoln Alexander, Mordechai Rozanski, Jack MacDonald, Larry Milligan, Jim Shute, Don Reid, Doug Ormrod and Andre Auger.
Members: Renate Benson, Pieter Groenevelt, Ray Kostaschuk, Belinda Leach, Eva Nagy, Michael Nightingale, Jean-Pierre Vaillancourt and graduate student Denis VanEngelsdorp. ❐

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NOTICES

No bus service Jan. 2

The Guelph Transportation Commission will observe New Year's Day Jan. 2 and will not provide city bus service on that day. Anyone who relies on the service should plan alternative transportation. U of G is observing the New Year's Day holiday Dec. 29.

University directory

The Association of Universities and Colleges of Canada has just released the *Universities Telephone Directory 1994/95*, Canada's only guide to more then 6,500 senior administrators and academics at 89 universities across the country. The directory provides names, titles, phone and fax numbers and e-mail addresses. Cost is $17.95 plus taxes. For ordering information, call AUCC Publications at 613-563-1236, Ext. 323 or 200.

On a musical note

The U of G Singers, directed by Prof. Robert Hall, Music, offer a musical program "From Haydn to Hoedown" Nov. 26 at 8 p.m. at Dublin Street United Church. Admission is $5. Hall also directs the U of G Choir in a concert Dec. 3 at 8 p.m. at St. George's Anglican Church. Admission is $8 general, $5 for students and seniors.

Bell Award

Nominations for U of G's John Bell Award in recognition of outstanding contributions to university education are due Dec. 31. Nominations should be sent to the Senate Secretariat on Level 4 of the University Centre.

Science fair airs

A half-hour video featuring Canada-Wide Science Fair '94, held at U of G in May, will air locally on Maclean Hunter Cable TV Nov. 24 at 7:30 p.m., Nov. 27 at 7 p.m. and Dec. 4 at 7 p.m. The show was produced by Rogers Cable TV of Kitchener.

Historical society

At the Dec. 6 meeting of the Guelph Historical Society, Don Hamilton gives a talk on stained glass windows. The meeting begins at 8 p.m. at St. Andrew's Church on Norfolk Street.

Models needed

The Department of Fine Art is in urgent need of life models of any age and gender for drawing and painting classes. For more information, call Yvonne Angus at Ext. 2257.

German studies

The Institute for Foreign Cultural Relations is offering seminars in German European studies for North American educators. The sessions, held in Germany and neighboring countries, include lectures, visual presentations and excursions. Application deadline is April 15. For more details, visit the InfoCentre at International Education Services on Level 4 of the University Centre.

Model UN

The North American Model United Nations will be held Feb. 15 to 19 at the Toronto Airport Hilton. For information, visit the InfoCentre at International Education Services on Level 4 of the University Centre.

A caroling we go

Guelph Museums will host an evening of Christmas carols Dec. 8 at 7 p.m. at McCrae House. For more information, call 836-1221.

Charity bazaar

The Rundle chapter of the Order of the Eastern Star will hold a Christmas tea and bazaar Nov. 26 from 11 a.m. to 4 p.m. in the Oddfellows Hall on Albert Street. Admission is $3. Proceeds go to five local charities.

Chamber music

The Guelph Chamber Music Society celebrates Christmas with a Dec. 11 concert featuring the Guelph Chamber Choir, Orchestra London and London Pro Musica. Soloists are baritone Kevin McMillan and soprano Leslie Fagan. The concert begins at 3 p.m. at the Church of Our Lady. Tickets are $15 and $12.

Carol festival

The Elora Festival presents "A Festival of Carols" Dec. 20 at St. John's Church in Elora. The St. John's Parish Choir and members of the Elora Festival Singers will be featured in two performances at 5 and 7:30 p.m. Tickets are $15 and are available by calling 846-0331.

German film

Triumph of the Will, a German propaganda film directed by Leni Riefenstahl, runs Nov. 23 at 5:10 p.m. in Room 020 of the MacKinnon Building. It is in German with English subtitles. ❐

JOBS

As of *At Guelph* deadline Nov. 18, the following opportunities were available:

Manager, Telephone Services, Computing and Communications Services. Salary range: $47,842 minimum, $56,214 normal hiring limit, $59,803 midpoint. Removal date: Nov. 25.

Console Operator, Telecommunications Services, part time, less than 24 hours a week. Salary range: $10.18 to $11.36 an hour. Removal date: Nov. 25.

Staff Writer/Photographer, University Communications, contractually limited from Jan. 1/95 to Jan. 1/96. Salary range: $24,960 to $29,328. Removal date: Nov. 25/94.

The following positions were available to on-campus employees only:

Secretary, Centre for Students with Disabilities, Counselling and Student Resource Centre. Salary range: $13.17 an hour minimum, $16.46 job rate, $19.76 maximum. Removal date: Nov. 23.

Administrative Assistant, School of Human Biology. Salary range: $29,114 minimum, $34,208 normal hiring limit. Removal date: Nov. 23.

Secretary, Aquaculture Program, Animal and Poultry Science, temporary until April 30/95. Salary range: $13.17 to $14.71 an hour. Removal date: Nov. 23.

To determine the availability of University employment opportunities, visit Client Services on Level 5 of the University Centre or call 836-4900. ❐

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Silver watch, beginning of September, UC, call to identify, 822-4724.

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CALENDAR

THURSDAY, NOV. 24

Animal and Poultry Science Seminar - Graduate student Nicole Ramlachan considers "Automated Milking: Implications for Behavior and Production in Dairy Cows" at 10:10 a.m. in Animal Science 141.

Pathology Seminar - Graduate student Krys Grodecki discusses "Effects of Angiotensin Converting Enzyme Inhibitor on the Progression of Samoyed Hereditary Glomerulonephritis" at 11:10 a.m. in Pathology 2152.

English/Drama Lecture - Australian writer and dramatist Sue Woolfe discusses her book *Making Stories: How 10 Australian Novels Were Written* at 11:10 a.m. in MacKinnon 230.

Concert - The U of G Jazz Ensemble, directed by Prof. Howard Spring, Music, performs at 8 p.m. at the University Club. Cost is $2.

FRIDAY, NOV. 25

Nutritional Sciences Seminar - Graduate student Jo-Ann Mogridge discusses "Dietary Trophic Factors Influencing the Toxicity of Raw Soybeans Fed to Chicks" at 11:10 a.m. in Animal Science/Nutrition 141.

International Development Series - Prof. Patrick Woo, Zoology, explains "The Epidemiology of Human Sleeping Sickness in Tropical Africa" at noon in MacKinnon 235.

Biomedical Sciences Seminar - "In Vitro Study of Physicochemical Factors Influencing Fluoroquinolone Distribution" is the topic of graduate student Kwasi Bugyei at 12:10 p.m. in OVC 1642.

SUNDAY, NOV. 27

Cycling Club - A 30-kilometre ride to Arkell/Aberfoyle and a 25- to 35-km off-road ride leave from the UC south doors at 10 a.m.

Arboretum - A hike through Wild Goose Woods to examine a different type of forest leaves from the information kiosk at 2 p.m.

MONDAY, NOV. 28

Concert - The U of G Concert Winds perform at 12:10 p.m. in MacKinnon 107.

Applied Human Nutrition Seminar - Rhonda Bell of the University of Waterloo discusses "Dietary-Induced Insulin Resistance and Hypertension" at 2:10 p.m. in FACS 201.

TUESDAY, NOV. 29

Animal and Poultry Science Seminar - "Ultrasound Examination of Ovarian Activity and Ovulation Regulated by Exogenous Progesterone and PMSG in Cyclic and Anestrus Ewes" is the focus of graduate student Victor Leyva-Vallejos at 11:10 a.m. in Animal Science 141.

Our World - Graduate students from the Department of Rural Extension Studies offer an "Introduction to an International Development Internet Tool" at noon in McLaughlin 111.

HAFA Seminar - "Swimming Upstream: Food Product Development" is the topic of Prof. Tanya MacLaurin at 1:10 p.m. in FACS 233.

Mathematics and Statistics Seminar - Avinash Dharmadhikari of the University of Poona in India discusses "On NBUE Property of One Component System Supported by an Inactive Standby and a Repair Facility" at 3:10 pm. in MacNaughton 201.

Physics Seminar - Peter Watson of Carleton University explains "The Electronic Keyboard" at 4 p.m. in MacNaughton 113.

Film - The 1983 German movie *Fruhlingssinfonie*, with English subtitles, begins at 5 p.m. in MacKinnon 020.

Lecture - University of Toronto physicist Eric Fawcett, founding president of Science for Peace, discusses the organization at 7:30 p.m. in UC 441.

WEDNESDAY, NOV. 30

Biochemistry Seminar - Brian Steer considers "Denaturation of the Colicin E1 Channel Peptide: Unfolding of the Local Segments Examined Using Genetically Substituted Tryptophan Residues" at 12:10 p.m. in MacNaughton 222.

Music Lecture - "When Music Is a Delight: Composing Music to Express Emotions and Ideas" is the topic of Nancy Telfer at 3:30 p.m. in MacKinnon 203.

Concert - The U of G Concert Winds, directed by John Goddard, perform at 5:30 p.m. in the UC courtyard.

THURSDAY, DEC. 1

Animal and Poultry Science Seminar - Graduate student Yibin Wang discusses "Mapping QTL Within Family Analysis" at 10:10 a.m. in Animal Science 141.

Pathology Seminar - Graduate student Jacek Kwiecien considers "Adherence of *Haemophilus Somnus* to TNF-Alpha Stimulated Cultured Bovine Endothelium" at 11:10 a.m. in Pathology 2152.

FRIDAY, DEC. 2

Nutritional Sciences Seminar - "Does a Paracrine Amplifier Exist in Skeletal Muscle?" is the topic of Prof. Jack Barclay at 11:10 a.m. in Animal Science/Nutrition 141.

Biomedical Sciences Seminar - Graduate student Dawn Kelk discusses "Sheep and Goat Hybrids Continued" at noon in OVC 1642.

Evolution/Systematics Seminar - Prof. Ron Brooks, Zoology, considers "Apocalypse Tomorrow: Global Warming and Sex" at 3:10 p.m. in Axelrod 259.

MONDAY, DEC. 5

Landscape Architecture Lecture - "On the Edge" is the topic of George Hargreaves of San Francisco at noon in Landscape Architecture 204.

TUESDAY, DEC. 6

Animal and Poultry Science Seminar - Graduate student Joanne Handley examines "Carcass Trait Expected Progeny Differences: The Effects of Age, Weight and Finish" at 11:10 a.m. in Animal Science 306.

WEDNESDAY, DEC. 7

Food Science Seminar - Terry Maurice of Ault Foods explains "Industrial Food Science at Work" at 10 a.m. in Food Science 202.

Biochemistry Seminar - "The Effects of Mammalian Growth Factors on *Trypanosoma Brucei*" is the focus of Ronald Maathai at 12:10 p.m. in MacNaughton 222.

WORSHIP

Roman Catholic Eucharist is celebrated Sundays at 10:10 a.m. in Thornbrough 100.

The Open Door Church (Anglican/United/Presbyterian) runs Sundays at 7 p.m. in UC 533.

Care of the Soul, a Thursday session of prayer and music, begins at 12:10 p.m. in UC 533.

Womanspirit, a spirituality circle open to all women, runs Fridays at 12:10 p.m. in UC 533.

Rev. Mark Morrison-Reed of the First Unitarian Church in Toronto is guest speaker Nov. 27 at 10:30 a.m. at the Guelph Unitarian Fellowship.

Multifaith calendar

In the Baha'i faith, Nov. 26 is the Day of the Covenant, celebrating the anniversary of the appointment of Abdul-Baha as the Centre of the Covenant. Nov. 28 marks the Ascension of Abdul-Baha, commemorating his death.

Nov. 28 is also the first day of Hanukkah in the Jewish faith. This Feast of Lights begins at sundown Nov. 27 and is celebrated for eight days until Dec. 5.

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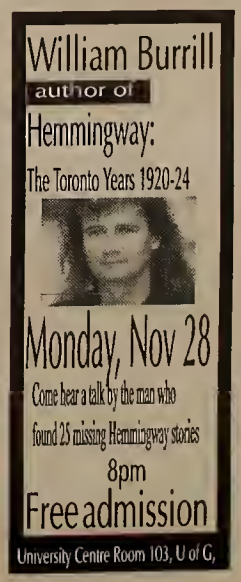

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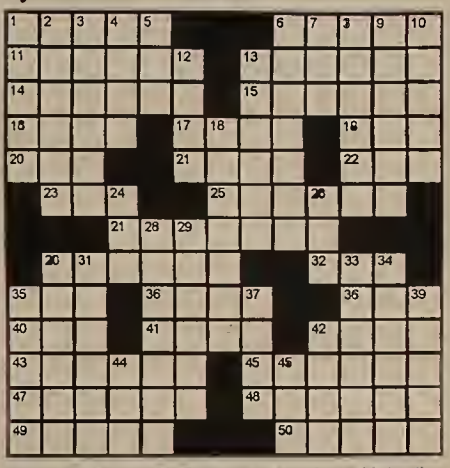

ACROSS

1. Place at intervals
6. Necklace
11. Financial windfalls
13. Bit of toast
14. Portuguese coin
15. Sedative
16. Upon
17. Fertilizer
19. Crow cry
20. Speed up
21. Actor Alan
22. Belonging to that man
23. Stop light color
25. Door crosspiece
27. Makes cryptograms
30. Commit perjury
32. Settle a bill
35. Male offspring
36. Name for a bunny
38. Molasses beverage
40. "48 ___" (Nolte film)
41. Stead
42. Turkish liquor
43. Blots out
45. More than one
47. Disarm a bomb
48. Legislative assembly
49. Frozen rain
50. Rose petal oil

DOWN

1. Daub on
2. Drive crazy
3. Recess
4. ___ d'etat
5. Finish
6. Aircraft type
7. Center starter
8. Geronimo
9. Military assignment
10. Meat dishes
12. Organism body
13. Filthy
18. Rider
24. Society bud, for short
26. Recipe abbr.
28. Most magnanimous
29. Actor Tom
30. Sour juice plant
31. Dangerous
33. Noah's landing place
34. Japanese kimono
35. Lean-tos
37. Eats
39. Race *participant*
42. Smallest of a litter
44. Claim damages
46. Grassland

For crossword solution, see page 8.

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Pioneering encyclopedia chronicles post-colonial literature in English

by Martha Tancock
Trent University

The *Encyclopedia of Post-Colonial Literatures in English*, published by the British publishing house Routledge, recognizes the contributions of writers around the world whose works have largely been ignored in the context of English literature.

Edited by English professor emeritus Eugene Benson and University of Trent president Leonard Conolly, U of G's former associate academic vice-president, the 2,000-page encyclopedia highlights works by major writers from 51 regions. The areas are largely former British colonies such as India, Australia, Canada, the Caribbean, Hong Kong, Nigeria and Sri Lanka.

The two-volume reference contains an alphabetical listing of 1,600 articles written by more than 600 contributors.

"It's the most detailed and authoritative reference work on post-colonial literature," says Conolly. The $300 reference will likely be a valuable and popular tool for students and academics everywhere, he says.

Benson and Conolly deliberately invited a comparative approach from contributors. Comparisons are presented thematically and arranged by nation. Each national portrait includes short historical, political and geographical sketches.

There are essays on writing genres — aboriginal literature, cultural journalism, exploration literature, war literature, science fiction, poetry — and on issues that affect writing, such as censorship.

The focus is a combination of intensely local (Maori myths, Canadian jokes) and broad regard (an overview of drama). And each entry is followed by a short bibliography to encourage the reader to explore and compare.

"Asking contributors to adopt a comparative approach was the key methodological tool," says Benson. The editors were aiming for an international critical dimension rather than a national one, he says.

Cross references abound. A 200-page index with 25,000 items is a mother lode for readers who want to browse in the literary market of post-colonial literature.

Benson is proud of this index. He and production consultant Les Dunn of Guelph devised a unique marriage of macros and an index-generating function on WordPerfect that saved thousands of hours of work.

The sophisticated system has also attracted international interest, says Benson. "It is so unusual that (we) were invited to Oxford in 1992 to give a paper on its methodology."

For Benson, who is past chair of the Writers' Union of Canada and past co-president (with Margaret Atwood) of Canadian PEN, another highlight of editing this reference work was "coming to know in epistolary fashion 573 academic people — national and regional editors and contributors." In the course of collecting material, he wrote 6,000 letters, an average of three per editor. "I got to know these people very well indeed."

Three major Canadian writers who were profiled in the encyclopedia were also contributors — Robertson Davies, Atwood and Timothy Findley.

Benson and Conolly have worked as a team twice before. They edited *English-Canadian Theatre*, published in 1987, and *The Oxford Companion to Canadian Theatre*, published in 1989.

Benson has written several other academic books, three libretti, three plays and two novels.

Conolly, who is a former president of the Association for Canadian Theatre Research, has written several articles and books on censorship in English drama, the history of touring theatre in North America and on Canadian drama critics.

Prof. Diana Brydon, English, was Canadian editor for the encyclopedia as well as a member of the board of research consultants who steered the project.

Other contributors from Guelph were Department of English faculty Nancy Bailey, Cherry Clayton, James Harrison, Ajay Heble, Patrick Holland, Bruce King, Janice Kulyk Keefer, Marianne Micros, Donna Palmateer Pennee, Constance Rooke, Mary Rubio and Glenys Stow, and Department of Drama faculty Alan Filewod and Ric Knowles. ❐

Professor emeritus Eugene Benson is co-author with Trent University president Leonard Conolly of *The Encyclopedia of Post-Colonial Literature in English.* Photo by Maurice Oishi, University Communications

Ideas wanted to help celebrate 25 years!

University Affairs and Development is making plans for a gala 25th reunion and celebration for U of G's class of '70 next June 17 during Alumni Weekend.

The reunion will be celebrated in late-1960s early '70s style and will include a dinner at Creelman Hall and the presentation of a major gift to the University.

UA&D staff are looking for volunteers from the University community to help organize this event.

If you want to volunteer or have any ideas on activities, music and decor that would give this event an atmosphere reminiscent of 1970, call Sue Lawrenson in Alumni House at Ext. 6963. ❐

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Inside:

History of women's writing funded 3
Balancing the scales of justice 3
Update on campus pension reform 4
Couples find new ways to share housework . 8

Thought for the week

Repartee is something we think of twenty-four hours too late.

Mark Twain

DOWNTOWN GUELPH

East meets west

Kaoru Tsuruta, the first participant in OVC's exchange program with the Veterinary Prefecture in Osaka, Japan, says living in Canada has been a major culture shock. See story on page 5. Photo by Maurice Oishi, University Communications

CUEW members join CUPE

by Maurice Oishi
University Communications

Members of the four-month-old Guelph local of the Canadian Union of Educational Workers (CUEW) have voted to join the Canadian Union of Public Employees (CUPE).

Ballots from the Nov. 17 nationwide vote, which were counted last Friday, showed that 81 per cent of the 911 members who voted endorsed the merger. It takes effect Jan. 1.

The campus CUEW branch adopted its bylaws and elected its executive at its first general meeting Oct. 19. The nationwide initiative to merge the unions was "awkward timing," says local chair Rick Smith, but "it's a very positive move both locally and nationally."

National CUEW chair Vanessa Kelly says that joining the largest public-sector union will offer wider services and resources to the membership. But "what put (the vote) over the top was the clout that CUPE has," she says.

Cutbacks at the national, provincial and local levels are frightening, says Kelly. "We needed a voice at all these levels."

Like CUEW — which had organized 11 campuses, of which Guelph was the last — CUPE bargains on behalf of non-professorial educators.

Although the issue of merger was distracting and confusing, "it doesn't matter to us locally," says Smith. "It won't make any difference in our bargaining process. Our constitution and bylaws won't change. Our mission won't change. You'll notice very few changes at a local level."

See CUEW on page 8

Revised storm policy clarifies weather plan

U of G recently reviewed its policy on storms and campus-wide emergencies, spelling out whom to contact to learn whether the campus is closed or operating on a limited basis.

The most direct way to learn about the University's status in the face of extreme weather is to listen to local radio stations CJOY 1460 AM, MAGIC 106.1 FM and CFRU 93.3 FM, says Rosemarie McHugh, a senior adviser in Employee Relations, Human Resources. Alternatively, call the campus switchboard, she says.

Decisions to restrict University activities during the course of a day will be communicated through deans, directors, chairs, managers and supervisors. A similar chain of communication will be used on weekends and during holidays.

The decision to restrict operations or close completely (which is covered by policy 512) is up to the president, who will make the decision based on information provided by Physical Resources. "They're the ones who clear the walks and know the parking lots and are probably better equipped than the weather reporters to give an accurate reflection of what we can expect weatherwise," says McHugh. Security Services will inform the media of the decision.

In the president's absence, the following chain of command will make the decision: academic vice-president, administrative vice-president, associate academic vice-president or associate vice-president for student affairs.

In all circumstances, certain services will continue to operate. These are Student Housing, Computing and Communications Services, External Relations, Hospitality/Retail Services, Physical Resources, Security Services, Parking Administration and the U of G Library.

McHugh notes that closing the University is rare. In the 19 years she's been on campus, it's only happened once, she says.

Even when the University is open, employees may choose to remain at home or leave early because of inclement weather or an emergency, she says. In such cases, policy 513 states that the employee can charge the absence against vacation credits, floater holidays or banked lieu time, can take it as absence without pay or, with the consent of a supervisor, can use paid personal leave-of-absence time. ❐

President's report available

A few copies of the 1993/94 president's report, "Shaping the Future," have been distributed to each department on campus. If you did not receive a copy, but would like one, call University Communications at Ext. 6582. This year's report — the first in tabloid format — marks a change in design and a dramatic cut in cost. The last report cost $5.36 per unit, compared with this year's 45 cents. ❐

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THE
Strategic-Planning Commission

Mutual understanding needed across units for simple, fair distribution of budget resources

Academic units across campus need to understand each other better if U of G is to find a way to make inadequate funding stretch as far and as fairly as possible. So says the Strategic-Planning Commission committee appointed to look at workload and resource allocation.

"There is a great deal of misunderstanding among parts of the University community about what the rest of the community does," says CPES dean Iain Campbell, chair of the committee. But it's only within a climate of mutual understanding that a simple and public allocation mechanism will function smoothly, he says.

To help build such a climate, the committee's report chronicles the daily duties and activities of U of G's various academic cultures. "It's an attempt to explain to the community what the rest of us do, so we can have a little sympathy, understanding and respect for each other," Campbell says.

In the process, the committee determined that it was unrealistic to try to come up with an all-embracing formula to describe the workloads across campus.

"A more sensible objective is a fair distribution of budget resources at the college and subsequently at the department levels," says the report. "It is the responsibility of each college and department to devise local allocation mechanisms that fit the local academic structure."

The committee rejects the notion of divvying up funding solely on the basis of the number of students going through a department. Instead, it suggests an allocation of two-thirds for number of students (teaching) and one-third for quality (research, scholarship, reputation.)

Although the committee believes that BIUs (basic income units) and the T-units used at U of G for a decade both have various flaws as measurements of workload, they might, with a number of revisions, be used as benchmarks for comparison of colleges and departments. The report recommends a better flow of information to Institutional Analysis and Planning from academic units to ensure accurate calculation of T-units.

To allocate funding on the basis of quality, more rigorous measurement is required, says the committee. It recommends reviving periodic reviews of departments and interdisciplinary programs, using external appraisers.

The report also suggests that each year a small fraction of each college's base budget allotment revert to a central pool for redistribution among the colleges. This money would be used to encourage new ventures in cost-effective education.

In addition to Campbell, members of the committee are Louis Christofides, Pat Gentry, Gerry Manning, Murray McEwen and Marty Williams. Resource person was Cathy Beattie. ❏

Broader experiential learning urged

U of G should adopt a broad learner-centred approach that allows all students to incorporate some sort of experiential learning into their education, says the Strategic-Planning Commission (SPC) committee assigned to look at co-operative education.

Experiences could range from co-op programs to field placements, practicums or laboratory work. Increased experiential opportunities for graduate students and more international opportunities are also recommended in the committee's report.

The document calls on the SPC to acknowledge that experiential learning is a significant vehicle for personal, social and global change. The development of applications, skills and experience helps graduates compete in the global marketplace, says the report.

The committee asks the University to recognize the resource-intensive nature of all experiential learning and to explore ways to encourage and efficiently fund a full range of opportunities.

Funding should be available to allow faculty enough release time to act as effective co-op advisers and to develop and enhance co-op programs. There is also a need to ensure that faculty get adequate recognition for co-op activities when they are being considered for promotion and tenure, the report says.

The committee recommends that a co-operative employer education council be developed immediately. The council would link U of G more closely with employers in developing programs of mutual benefit.

A number of specific recommendations in the report address the spring semester. The committee acknowledges that co-op programs alone cannot sustain the spring semester and suggests that downsizing of spring offerings is possible without unduly affecting all co-op options. It recommends that U of G encourage the development of distance courses for open learners and co-op students and approach other universities about co-ordinating distance and other credit spring offerings.

When considering the introduction of year-long courses, the Board of Undergraduate Studies should look carefully at the implications for co-op programs, says the report.

Chaired by Jim Mottin, the committee consists of Andre Auger, Chuck Cunningham, co-op students Jennifer Fox and Mary Meuser, Jan Jofriet, Joe Mokanski, Jim Pickworth, Ros Stevenson and administrative assistant Pat Hoare. ❏

LETTERS

Munford Centre should be open to everyone in University community

I would like to respond to Daniel Sellen's Nov. 23 letter in *At Guelph* regarding the Clarence Munford Centre.

This centre, a resource for persons of color and aboriginal persons, was established as the result of a student initiative, with active support from Interhall Council, Student Housing and U of G's human-rights adviser. A room in Johnston Hall was refurbished to serve as a resource area and drop-in centre that is inviting and supportive.

One-time-only grants and in-kind contributions to help launch the centre came from many areas of the University community. One such donation, to which my office contributed, was made through the Office of Student Affairs. The space is committed until the end of the winter semester, at which time the experience to date is to be reviewed.

It should be made clear that no University operating funds are designated for support of the centre. In this regard, its origins and operation parallel other student-initiated service organizations and clubs.

I supported the establishment of the centre for the educational and social goals I was informed it would serve, and I still support it — as I support other student organizations — for these goals.

But I believe that race-based restrictions on access to even a portion of the centre's space are incompatible with the aim of eliminating discrimination and could jeopardize the mounting momentum to work together towards a truly safe and inclusive community for all.

Commitment to promotion of human rights and equity also requires standing against the assertion of exclusivity, however laudable the intent. It is my expectation that any University community member who feels she or he could benefit from access to the centre will be able to do so without regard to race or background.

I have asked that discussions take place with those organizing the centre to share these concerns and arrive at operating understandings that respect inclusiveness and provide an inviting, supportive space. I invite others in the community, especially students, to contribute to that dialogue.

U of G, assisted by the efforts of the Anti-Racism and Race Relations Task Force, has committed itself to the implementation of a comprehensive human-rights policy. In my mind, the core of this policy is the principle of an inclusive community that promotes diversity and abhors behavior that is racist or intolerant. Guelph has made significant progress in several aspects of our overarching human-rights initiative, but much remains to be done and it will be.

President Mordechai Rozanski

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Offices: University Communications, Level 4, University Centre, University of Guelph, Guelph, Ontario N1G 2W1. Telephone: 519-824-4120, fax: 519-824-7962. Office hours: 8:30 a.m. to 4:45 p.m.

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Executive editor: Sandra Webster, Ext. 3864.
Editor: Barbara Chance, Ext. 6580. **Writer:** Maurice Oishi, Ext. 2592.
Advertising co-ordinator: Vicki Gojanovich, Ext. 6690.
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Editorial advisory board: Prof. Don MacLaurin, HAFA; Prof. David Swayne, Computing and Information Science; Prof. Suzy Lake, Fine Art; Prof. Ann Oaks, Botany; Sheila Trainer, David Hull, U of G Library, Jane Watt, Human Resources; Jim Rahn, Veterinary Teaching Hospital; Prof. Bram Cadsby, Economics; Prof. Praveen Saxena, Horticultural Science; David Ogden, Central Student Association; Elaine Power, Graduate Students' Association; and Guelph lawyer Robin-Lee Norris.

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Please Recycle

Joining the circle

Chancellor Lincoln Alexander pays tribute to his five predecessors at a dinner Nov. 18 at the Arboretum for major U of G donors joining the newly formed Chancellor's Circle gift club. The club, which recognizes donations of $5,000 or more to the University, has 80 members.

Photo by Martin Schwalbe

Scales of justice weigh what's best for community, individual

by Maurice Oishi
University Communications

There's an easy way and a hard way to learn about U of G's judicial system. Most would agree that Brad Rooney is learning the easy way.

Rooney, the first student to serve as vice-chair of the campus judicial committee, sits on the side of the table that rules on suspected breaches of the student rights and responsibilities regulations.

"I've sat on the other side of the table just to see what it would be like," he says. Faced with three faculty on one side, three students on the other and the committee chair firing questions down the middle, it's "pretty intimidating."

The judicial committee is not, however, intended to be the Grand Inquisition revisited. It's levelled at meeting the special needs of the campus community, meting out fines as high as $500 and possible expulsion for repeat offenders who imperil others, while ensuring that harmless pranks are viewed in context.

"I try to bring to (the committee) that . . . the University is a community and most communities have standards," Rooney says. "And like most communities, we give people a second chance."

Impartial body

The committee operates under the auspices of the Board of Governors. It deals with suspected infractions ranging from trespassing to harassment as described in the student rights and responsibilities document. (Academic misconduct is handled by the Senate petitions committee.) It also provides an impartial body to which students can appeal administrative decisions such as suspension from campus pubs.

University hearing officer Andrya Schulte notes that the mandate of the judicial system extends beyond punishment.

"Although the committee relies on penalties to deter future transgressions," she says "each case provides an opportunity for the committee to fit behavior into the context of its impact on the community, and to emphasize the need for each individual to respect the rights of all community members."

If an offence affects others, the committee may require that an apology be made. This moves beyond cold justice to a point where an offender accepts that his or her violation affected other people, Rooney says.

With 14,000 students on campus, "there's so much going on and there are so many people that you don't have the right to impinge on the activities of others," he says.

A hearing before the campus judicial system does not preclude a trial in court; the campus system serves the particular interest of the University community. For example, ripping the pages out of a binder full of reserve material the night before an exam may be considered a graver offence on campus than in the city at large, simply because those few pages are an important educational resource for students.

Committee chair Prof. Joe Cunsolo, Mathematics and Statistics, says the judicial committee also identifies and recommends preventive measures, including better communication of consequences.

Over the past year, for example, the committee has publicized increased penalties for both harassment and life-threatening offences (normal judicial response is now a $300 fine and a period of second-level probation).

Other measures have included recommendations to the library about its signage, to Student Housing about security related to a residence manager's logbook and to the University Centre about incidents in campus pubs.

"Most units respond positively to the committee's suggestions for change," Cunsolo says.

The decision as to whether an offence should go before the judicial system lies with Keith McIntyre, director of Security Services. There is no easy formula for arriving at the decision, he says. The gravity of the offence, the amount of damage involved and whether or not city police are involved in their own investigation are weighed into the decision, he says.

Handle judicially

"With the less serious stuff — vandalism, pranks or other incidents of this nature — we should handle them judicially," he says. "I wouldn't want to see a student labelled with a criminal record simply because of a prank that didn't hurt anybody."

How well is the judicial system working? Rooney says that in his first year on the committee, 56 cases were heard and "only one person has come back."

Both he and Cunsolo agree that regardless of which side of the judicial bench you're sitting on, there's something to be learned.

"For outsiders, there's a tendency to look at things in black and white," Cunsolo says. "But when you're on our side looking at a case, it's never like that. There's a grey area. It's a fine balance between what's best for the community and what's best for the individual."

Future issues of *At Guelph* will provide coverage of the outcomes of judicial hearings. ❐

History of women's writing gets $1.5 million

by Margaret Boyd
University Communications

U of G is part of a research team that has been awarded $1.5 million over five years by the Social Sciences and Humanities Research Council to produce five volumes and an electronic research tool that will form an integrated history of women's writing in the British Isles. The first of the volumes, a chronology, will appear from Oxford University Press within a few years.

Prof. Susan Brown, English, is one of three co-investigators in the project; she will research and produce a printed volume and the section of the electronic history devoted to women's writing in the Victorian era. U of G will receive about $250,000 from the project, primarily for research and travel costs for graduate students.

The project will be managed by the Research Institute for Women's Writing at the University of Alberta. The research team will be led by Patricia Clements, dean of arts at Alberta. Other co-investigators are U of A English professors Isobel Grundy and David Miall. Also involved will be English and history professors and computing specialists in the United Kingdom, the United States and other parts of Canada.

The first volume will include a chronology of women's writing from early times to the present. The four subsequent volumes will be based on different eras: the early period, up to 1830; the Victorian period; the modern period, from 1880 to 1945; and the post-war period, from 1945 to the present.

Brown says the goals of the project are to:

- produce, in both printed and electronic form, the first full scholarly history of women's writing in the British Isles;
- make available extensive new research on every aspect of women's literary culture;
- produce links among those aspects and their material, social, political and economic contexts;
- train students in the methods of archival research, collaborative and interdisciplinary work, and humanities computing; and
- bring new understanding of the impact of women's culture on the macro-culture in which it exists.

The project will use unique computer methodology, says Brown. Information will be encoded as the project proceeds, using long-lived coding language called standard generalized mark-up language.

This new research tool will be adapted to educational purposes, and a version of it may be mounted on Internet, she says. It will be structured along the lines of a hypertext, with multiple links between subjects to allow users to determine their own paths through the material. It will permit rapid, complex interrogation of the accumulated primary and secondary information produced by the history. The computing project will yield applications for schools, universities and libraries.

"The project will push forward the boundaries of humanities computing," says Brown. "The computer has allowed us to think on a scale not previously possible."

The Victorian period from 1830 to 1890 that Brown will be working on was a rich period for women's writing, she says. "There was a huge number of women writing and influencing both the shape of genres such as the novel society at large."

Students in the master's program in English will work on the project in terms of authorship, computer use and library research, says Brown. Research will be carried out at libraries throughout the world. "It will involve a lot of detective work," she says. ❐

Obituaries

A memorial service will be held Dec. 2 at the Arboretum for Prof. Brian Kennedy of the Centre for Genetic Improvement of Livestock, who died Nov. 27 at the age of 51. The service begins at 11 a.m.

A graduate of Cornell University, Prof. Kennedy joined the Department of Animal and Poultry Science in 1981 after holding faculty positions at McGill University and the University of California, Davis.

In his 22-year career as a researcher in animal genetics and breeding, he was the author or co-author of 167 publications. He pioneered investigation of statistical techniques to estimate variance components and to predict breeding values of animals from such data.

A winner of the OAC Distinguished Researcher Award, Prof. Kennedy was the only Canadian to be simultaneously recognized in the same year for career research excellence by the American Dairy Science Association and the American Society of Animal Science.

Prof. Brian Kennedy

He is survived by his wife, Sandy, and two children, Meghan and Eric. Memorial contributions may be made to the Canadian Cancer Society or the B.W. Kennedy Memorial Fund through Alumni House.

A tree will be planted in his memory in the Wall-Custance Memorial Forest at the Arboretum Sept. 24 at 2:30 p.m.

Nancy Vaughan

Nancy Vaughan, wife of former secretary of Senate Walter Vaughan, died Nov. 25 at the age of 61. ❐

Campus pension reform continues to evolve

by Sheena Bamsey

The Pension Reform Implementation Group (PRIG) has reached the end of its two-year mandate to aid implementation of the 1992 recommendations by the Presidential Task Force on Pensions.

Made up of pension plan participants and administrative representatives, PRIG was established on the recommendation of the task force to "ensure immediate progress on this complex package." To that end, PRIG has been working with the Advisory Committee on Pensions and Benefits (ACPB), the administration, the Board of Governors Pensions and Benefits Committee, participant groups and consultants.

PRIG has clarified and supported the task force recommendations, bringing about some major changes that were approved by Board of Governors in April 1993. The group also held numerous information sessions for the University community, reporting on improvements and consulting about future reform.

A major responsibility of PRIG has involved the merger of existing plans into a single plan, a task force recommendation supported in principle by participant groups and B of G. Over the past year, since 1993 reforms were instituted, PRIG has been working to develop the design and determine the cost of a merger on behalf of the University and plan participants. Merger has been viewed as a necessary precursor to further plan enhancements. (See *At Guelph*, March 23, 1994.)

PRIG has explored the merger scenario with participant groups and has tried to work through the issues raised. But some critical issues remain, mostly relating to the existing plan-text wording, interpretation and understanding. These issues date back to pre-task force times.

The design of the merger process ensures that individuals would have an opportunity to review the merger's advantages and disadvantages and weigh those factors. Members of the community hold strong opinions about critical issues such as surplus ownership, surplus sharing and contribution levels. The pension knowledge base of individuals varies widely, and choices are as likely to be made on the basis of perceptions and beliefs as they are to be made from a fully informed perspective.

The personal nature of each participant's choice makes it difficult to gauge the outcome of a consent vote, but a sense of community feeling has emerged during PRIG discussions.

There is currently more unrest and less comfort about pensions because of the University contribution holiday (negotiated and agreed on as part of the local social contract agreement in 1993 to help cover the operating deficit), the special early retirement plan and the lower-funded status of the retirement plan. All have exacerbated unresolved plan-text issues.

Plan-text concerns were elucidated by the University Pension and Benefits Committee (UPBC) in 1991. Some major changes to the plan text had been introduced in 1983/84 without consultation with participants. Then-president Brian Segal told UPBC these issues would be brought forward to the board committee. But until the issues were raised by PRIG this year, the committee remained unapprised and the administration remained hopeful that the task force's pension reform agenda would obviate the need for resolution.

The plan-text issues are weighty and varied and include:

- plan administration issues;
- plan governance, especially participant involvement in plan change approvals;
- "surplus" ownership (by University participants or shared); and
- plan operation for exclusive benefit of participants.

PRIG believes a merger will not be supported by the community if the outstanding plan-text issues are not resolved. To try attaining a consent vote from participants without resolution will be a waste of time and money.

In a proposal presented this August, PRIG tried — with input from participants and the administration — to clarify some changes that would incorporate the principle intent of the UPBC request, yet retain other beneficial plan updates and amendments incorporated since 1984.

This proposal also aims to address the major issues brought forward by participant groups. Some views are held more strongly by some groups than others, but PRIG's submission seeks a middle road. Our efforts do not, however, preclude individuals or employee groups from pursuing other means to address these.

PRIG believes that those items identified for change are the most widely held and could, if addressed, resolve the apparent disparity between the original text wording and the current plan text, allowing revision matters to move ahead. Whether or not merger is pursued at this time, plan-text issues will need to be addressed because of their importance to the community.

In October, the U of G administration passed on to PRIG the advice of the actuaries and some verbal comments from legal consultants regarding the proposal for changes to the pension plan text. In summary, they suggest that surplus can only be defined and identified on plan wind-up. At any other time, surplus is only an indication of the relative balance between assets and liabilities at a specified moment in time.

The actuaries and consultants support equal treatment of members, but recommend that U of G retain the right to establish special programs for groups of members.

They also suggest that there be an introduction to the plan text that identifies the principles on which the plan is founded. Instead of detailing administrative procedures in the plan text, it was suggested that these be clearly set forth in a separate document that would also require B of G approval.

Despite this emerging University "position," PRIG believes the differences between employee group and University opinion can still be bridged. PRIG has brought its proposal forward to the ACPB and B of G's Committee on Pensions and Benefits. More work is needed, and the board committee supported this view by voting this month to resolve the outstanding plan-text issues before continuing towards a merger. Once the issues have been resolved, the associated tasks for merger and further task force recommendations can proceed.

Because the nature of the task at hand deviates substantially from PRIG's original mandate and time frame, PRIG has made the following recommendations to the president:

1. PRIG should be dissolved, and issues currently under its review should be passed for action to the ACPB. This committee should consider, in particular, its revised role in pension governance and representation at the board committee level.
2. Of the issues passed forward from PRIG, the following priority is recommended:
   - plan-text issues of understanding and
   - continued support of the task force recommendations through plans merger and completion of the task force's remaining five-year agenda for pension reform.
3. While resolution of the first two issues is under way, the University should not withhold action on the central priorities for pension reform. Annual ad hoc indexation should maintain full inflation protection. And the ad hoc ("pick me") early retirement program, whereby the actuarial penalty for early retirement is waived, should continue as part of the movement towards a permanent rule-of-85 early retirement program.
4. Any pension-planning or reform group established to deal with the priorities in Recommendation 2 should include representation from participants, administration and B of G.
5. The ACPB needs to review and implement the substantive communication role envisaged for it by the task force, considering the immense value a wide breadth of communication and information sharing has offered the task force and PRIG.
6. The ACPB and representative employee groups should reflect on the need for experience and continuity of representation in pension matters, considering the breadth of pension history and overall complexity of pensions on campus.
7. To foster understanding of pension matters and responsibilities, it is crucial that all members of B of G and its Pensions and Benefits Committee be familiarized annually with plan history, current plan-text provisions and outstanding issues of pension reform. Education on the nature and structure of pensions should be continued for the community via regular workshops for those who will be required to — or will choose to — contribute directly to the pension discussions.
8. The ACPB should review the implications of its representative roles at the board committee level, with due consideration of trust law and fiduciary responsibility versus applicable labor law and bargaining-group responsibilities relative to representation of a particular constituency.

In summary, the evolution of campus pension reform continues along the path envisaged by the Presidential Task Force on Pensions. But plan-text issues remaining from pre-task force times have proved to be an impediment to rapid implementation of some recommendations.

These issues can be resolved in the University community if enough care, thought and hard work are directed towards them, followed by further action towards completing the task force's five-year reform agenda.

The process to date has been challenging and demonstrates the tenacity of the PRIG team. Whole-hearted thanks to them for their enthusiasm in facilitating pension change throughout their two-year mandate. Their expertise and support for pension evolution will assist the ACPB as it pursues further reforms with the board committee, the president and the community.

PRIG members are Eunice Cummings, Charles Ferguson, Don Gruber, Roger Horton, Earl MacNaughton and Barry Millman. Resource persons are Dale Lockie and Vic Reimer.

Sheena Bamsey is chair of the Pension Reform Implementation Group.

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WORLD AT GUELPH

Charles Mwendia is studying the biological effects of tannins on 14 types of legumes from Africa. Photo by Trina Koster, Office of Research

What's the impact of tannins on cattle?

by Marsha Parry
Office of Research

Tannins, often associated with the "bite" in red wine, are also found in legumes. And in places where legumes are an important part of animal nutrition, farmers need to know how tannins affect the animals that eat legumes.

That's the goal of Kenyan graduate student Charles Mwendia. For his PhD in animal nutrition, he is characterizing and studying the biological effects of tannins on 14 types of legumes that he brought with him from his native country.

"Legumes have twice the protein content of grasses and are essential for animal nutrition in Kenya," he says.

Tannins are polyphenolic compounds found mostly in legumes. They have the ability to form strong complexes together with proteins, rendering the latter somewhat unavailable for digestion. But tannins aren't all bad — they also prevent the formation of froth, which causes bloat in cows' stomachs.

"My aim is to quantify the amount of tannins and create a nutritionally beneficial balance for digestion," says Mwendia.

To this end, he measured the tannin content of the 14 legumes in his project, including *Leucaena leucocephala*, *Calliandra calothyrsus*, *Desmodium* species, *Stylosanthes* species and *Sesbania sesban*, ultimately identifying four with the highest tannin content.

Then, working with Prof. Jock Buchanan-Smith, Animal and Poultry Science, he obtained from Prof. Cecil Forsberg, Microbiology, samples of *Fibrobacter succinogenes* S85, a rumen micro-organism that plays a key role in the digestive process.

After introducing the tannins to these samples, Mwendia has been able to confirm that certain tannins — and therefore, certain legumes — are more detrimental to the rumen function than others.

"I suspect that it is the molecular structure of tannins that affects the complexation of proteins in addition to interference with micro-organism activity," he says. ❑

International researchers must face new realities: IDRC head

by Margaret Boyd
University Communications

The international research community must demonstrate the social value of new research to continue to receive funding, says Keith Bezanson, president of the International Development Research Centre (IDRC).

"Researchers are faced with a new reality. They can't expect to receive funds to do their research just because it's good research," he says.

Bezanson visited U of G recently to attend the IDRC-endowed Hopper Lecture and to meet with faculty and staff. He admits there are concerns in Canada about declining levels of international research funding, but the same concerns exist throughout the world.

"The worldwide reality is that development research is changing dramatically and quickly," he says. "We have to accept that the new reality is everywhere. We have to relate research to the marketplace."

Bezanson says this new economic emphasis must be balanced with novel ways of recognizing and preserving pure scientific research that will be crucial to the future.

In addition, the old way of looking at the world as a north-south polarity, with wealth confined to the north and poverty to the south, is no longer valid, he says. The world has shifted, most notably because of technology, and there is an emerging wealthy class in parts of the south and growing poverty in the north.

"We are the witnesses and victims of the most dramatic and most rapid change the world has ever known," he says. "The information and communications technology — and new materials — are changing the entire face of the market, of society, of rich and poor. The world is no longer rich-poor; it is included-excluded on an indeterminate geographic axis."

Another issue of importance to universities — dealing with human-rights issues in relation to research — is complex, he says. It's good to discuss human-rights issues, but moving beyond the discussion stage is difficult.

"There is a lot of advocacy, and when you scratch below the surface, the amount of real knowledge is slim. And much of it is based on sensational media reporting. When people raise the subject, they often have an ideological spin on it. The reality is much more complex, culture-specific and situation-specific. If we are to do something, we have to go from a glib generality to a more inclusive view."

The world's ever-growing population (a conservative estimate is that it will reach nine billion early in the 21st century) and depletion of resources are huge problems that will require solutions, says Bezanson. To continue to feed the world's population will depend on new technology and better farming methods, he says.

Keith Bezanson

Another trouble spot on the world horizon is the growing level of permanent unemployment, he says.

In spite of overwhelming problems on the world stage, there is hope through the advent of rapid technological change, says Bezanson. Those who use the new knowledge and technology are the ones who will gain. Those who ignore it will become increasingly marginalized, he says. ❑

Japanese veterinary student launches exchange with OVC

It was now or never.

That's the philosophy that brought Japanese veterinary student Kaoru Tsuruta to U of G this summer to become the first participant in an exchange program between OVC and the Veterinary Prefecture in Osaka.

About to begin her final year at the Japanese vet school when the chance to visit Canada came up, she decided that "if I didn't come now, I'd miss this opportunity." And now that she's here, she's making the most of it.

She spent part of July and August travelling and seeing the sights, including Montreal and the East Coast.

A much-anticipated trip to P.E.I. with friends from home gave her a chance to compare coastal Canada with coastal Japan and to see the idyllic setting behind Lucy Maud Montgomery's *Anne of Green Gables*. Montgomery and her novels are "very popular in Japan," Tsuruta says.

Come September, it was time to hit the books. She's taking three veterinary science courses and says the rigor of her classes has helped stave off yearnings for home. "The level is very high here," she says. And the emphasis is much more clinical.

Although Tsuruta had learned English in school and from radio and TV in Japan, she found it difficult at first to catch what people were saying. Tom Sanderson, her staff contact at U of G, recalls that "her English was good as far as being able to read it and comprehend it, but her conversational English was holding her back." A few months into the fall semester, however, her English has shown marked improvement.

Tsuruta, who will be at U of G until next June, admits that coming to Canada has been a "heavy culture shock." For one thing, "it's 30 minutes to go anywhere, even in Guelph." Coming from Japan's second largest city, "I got used to the speed of Osaka. Here, it's very slow. And people like to relax."

Another surprise here for Tsuruta is something most Canadians take for granted — volunteerism. It's a phenomenon she attributes to the Christian ethic and one that she says is not common in her native Japan. "It's a good system," she says. ❑

Six international field study grants awarded

Six students are the latest recipients of U of G's international field study grants to conduct research overseas.

B.Sc.(Agr.) student Jonathan Ball, Land Resource Science, will travel to Scotland and Africa in January to study tropical conservation.

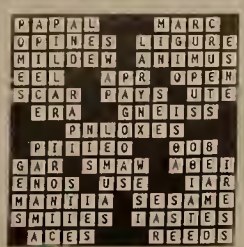
DVM student Sarah Boultbee is in Costa Rica working on a project related to tropical veterinary medicine.

Joscelyn Coolican, a BA student in international development, will travel to Jamaica in January for her work on intercultural/international service learning.

Britt Elliott, an MA student in philosophy and the Collaborative International Development Studies program, is headed for Riga, Latvia, in January to work on his project, "National Self-Determination and Minority Rights."

Kate Swanson, a BA student in animal science, will travel to Honduras in January to study environmental and soil degradation.

Rebecca Tiessen, an MA student in political studies, spent the summer in Zimbabwe working on a sustainable development study. ❑



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NOTICES

Christmas concert

The Guelph Chamber Music Society celebrates Christmas with a Dec. 11 concert featuring the Guelph Chamber Choir, Orchestra London and London Pro Musica. Soloists are baritone Kevin McMillan and soprano Leslie Fagan. The program will feature excerpts from J.S. Bach's *Christmas Oratorio* and works by Finzi and Vaughan-Williams. The concert begins at 3 p.m. at the Church of Our Lady. Tickets are $15 and $12 at the door.

Multimedia demo

Teaching Support Services (TSS) will stage a demonstration of Multimedia Toolbook Dec. 7 at 2 p.m. in the group viewing room on the third floor of the library. Multimedia Toolbook is a multimedia authoring system for Windows that allows instructors to develop interactive learning materials. Starting in January, TSS will offer three-hour hands-on workshops on the system. For more information, call Colleen Hopkins, Ext. 3540, e-mail toolbook@tss.uoguelph.ca.

Winter decorations

The Arboretum will host workshops Dec. 7 and 8 on making natural winter decorations. Chris Irvine of Country Silks and naturalist Donna MacWilliam are the instructors. The workshops begin at 7 p.m. Cost is $32. To register, call Ext. 4110.

Bicycle auction

Security Services will hold a bicycle auction Dec. 6 at 11 a.m. at the loading dock of the Trent Building. Preview the bikes from 10:30 a.m.

Volunteers needed

Guelph Information needs volunteers willing to spend one evening a week updating community information for the 1995 Blue Book. Call 821-0632 for information.

Children sing

The Guelph Children Singers will hold their Christmas concert Dec. 4 at 3 p.m. at St. John's Roman Catholic Church. The featured work will be Benjamin Britten's *A Ceremony of Carols*. Tickets are $10 general, $6 for students and seniors and $2 for children five and under. They are available at Carden Street Music Shop.

Centre elects chair

Paul Oliver, president of Pillsbury Bakeries and Foodservice Inc., has been elected chair of the board of the George Morris Centre, replacing OAC dean Rob McLaughlin. The board has also named two new members — Jean Szkotnicki, executive director of the Canadian Animal Health Institute, and dairy and grain producer Bruce Whale, a former director of the Dairy Bureau of Canada and the Ontario Milk Marketing Board.

Hospital session

An information evening on Guelph hospitals redevelopment will be held Dec. 6 from 7 to 9:30 p.m. at Centennial CVI Auditorium. Guelph MPP Derek Fletcher, representatives from the hospitals and planners will be on hand for the event.

Arboretum classroom

Dozens of area elementary schools have brought classes on field trips to the Children's Forest interpretive programs at the Arboretum this fall. The programs are supported by the Guelph Rotary Club and the Ontario Ministry of Environment and Energy. For more information about the nature experiences provided on these field trips, call the Arboretum at Ext. 2113 or join students on a visit.

Art for rent

The Macdonald Stewart Art Centre will exhibit artwork available for rent and for sale from Dec. 8 to Jan 2. A reception and preview will be held Dec. 8 from 5 to 7 p.m.

Awards night

The Department of Mathematics and Statistics and the Undergraduate Mathematics and Statistics Club hosted an awards night Nov. 8, presenting more than 40 graduate and undergraduate awards — a record number. Each undergraduate with a cumulative average over 80 per cent received a copy of the student's edition of *Maple*, courtesy of Nelson Canada and its representative Patty Riediger, a graduate of U of G.

No bus service Jan. 2

The Guelph Transportation Commission will observe New Year's Day Jan. 2 and will not provide city bus service on that day. Anyone who relies on the service should plan alternative transportation. U of G is observing the New Year's Day holiday Dec. 29.

African story telling

U of G students are sponsoring an evening of African story telling, music, fashion show and art exhibition Dec. 4 from 4 to 6 p.m. at the Holiday Inn. Admission is $10 for adults, $8 for seniors and students. ❐

JOBS

As of Nov. 25, the following opportunities were available:

Manager, Central Purchasing and Mail Services. Salary range: $45,600 minimum, $53,580 normal hiring limit, $57,000 midpoint. Removal date: Dec. 2/94.

The following positions were available to on-campus employees only:

Supervisor/Buying Operations, Central Purchasing. Salary range: $32,139 minimum, $37,763 normal hiring limit, $40,174 midpoint. Removal date: Dec. 2/94.

Bookstore Inventory Clerk, Hospitality/Retail Services, continuing limited 10-month appointment. Salary range: $10.64 minimum, $13.30 job rate, $15.96 maximum. Removal date: Nov. 30/94.

Secretary, Centre for Students with Disabilities, Counselling and Student Resource Centre. Reposted from Nov. 16/94. Salary range: $13.17 minimum, $16.46 job rate, $19.76 maximum. Removal date: Dec. 2/94.

It is the University's policy to give prior consideration to on-campus applicants. To determine the availability of University employment opportunities, visit Client Services on Level 5 of the University Centre or call telephone 836-4900. ❐

CLASSIFIEDS

FOR SALE

1987 Mazda 323 hatchback, new alternator, excellent condition, must sell, Carolyn, 824-3934.

1985 Mercury Marquis, air, cruise, Alpine stereo, certified, Ext. 8980 or 824-6599.

1971 classic Mercedes Benz 220 diesel, tour-door sedan, partly restored, new paint, body work, excellent condition, negotiable price, Ext. 4134 or 823-2296 evenings.

Kelvinator refrigerator, 13-cubic-foot, four years old, almond; wooden bunk beds with one mattress and chest of drawers, Ext. 2792 or 821-3865 evenings.

Kenmore stove, self-cleaning, good condition; new leather attache case, burgundy, Connie, Ext. 2070.

Fireplace mantel, needs refinishing; radiator for water heating system, Ext. 6077 or 823-1955 after 5 p.m.

Lesage apartment-size piano, excellent condition, Ext. 2853 or 823-1833 after 6 p.m.

Small, large and extra large animal crates/kennels, excellent for housebreaking; rawhide, treats, pet foods, supplies, low prices, Mary, Ext. 4309 or e-mail mmartini@uoguelph.ca.

Six-week-old rats, social animals, 766-9466.

Siamese kittens, blue-point, affectionate, litter-trained, 763-0139.

FOR SALE

Two airplane tickets, male and female, round trip Toronto to Vancouver, departure from Toronto Dec. 16, Carolyn, 824-3934.

Nishiki bicycle, 27-inch, 15-gear; single bed with mattress and box spring, Ext. 2835 or 767-0804 after 6 p.m.

1991 Jetta turbo diesel, four-door, five-speed, air, tilt steering, cruise, power steering and brakes, 77,000 km, excellent condition, certified, low price, 519-893-7816.

FOR RENT

Room in two-bedroom apartment, quiet street, older neighborhood, yard, parking, basement, washer and dryer, fully carpeted, $380 a month inclusive, first and last months' rent required, Rhonda, 824-3638 after 6 p.m.

Furnished bedroom with shared bathroom and kitchen for female, Speedvale/Victoria area, laundry, parking, close to shopping and buses, no pets, $300 per month inclusive, 822-9577 afternoons.

Bright three-bedroom house, 1,500 square feet, large lot, quiet, laundry, cable, close to campus, available Dec. 1, $850 a month, 837-0175.

WANTED

Furnished room for female grad student, close to campus or downtown, non-smoker, access to shower and kitchen, Jan. 8 to 30, Suzanne Brett, c/o Department of Zoology, or e-mail welsh@biomed.med.yale.edu).

WANTED

Female to share two-bedroom apartment, downtown, parking, laundry, non-smoker, quiet and must like cats, available Jan. 1, $335.40 a month inclusive, Margaret, 821-6535.

Female to share two-storey brick house, near downtown, quiet non-smoker, available immediately, $285 a month inclusive, 824-9366.

Two-bedroom apartment for young couple with child, laundry facilities, close to downtown, for Dec. or Jan. 1, John, 837-0807.

Female to share two-bedroom condo on Conroy Crescent with female, must like cats, $325 a month inclusive, Candi, 824-3712 or 837-1195 after 9 p.m.

AVAILABLE

Grad student and University employee willing to care for house and pets during winter months, Mike, Ext. 8132.

Free to good home, three friendly male neutered cats, willing to separate, take on a trial basis and if not compatible, will find another home, 763-3831.

Translator for articles, excerpts, publicity, competitive rates, from French and Spanish to English, 837-2591.

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CALENDAR

THURSDAY, DEC. 1

Animal and Poultry Science Seminar - Graduate student Yibin Wang discusses "Mapping QTL Within Family Analysis" at 10:10 a.m. in Animal Science 141.

Pathology Seminar - Graduate student Jacek Kwiecien considers "Adherence of *Haemophilus Somnus* to TNF-Alpha Stimulated Cultured Bovine Endothelium" at 11:10 a.m. in Pathology 2152.

FRIDAY, DEC. 2

Nutritional Sciences Seminar - "Does a Paracrine Amplifier Exist in Skeletal Muscle?" asks Prof. Jack Barclay at 11:10 a.m. in Animal Science/Nutrition 141.

Biomedical Sciences Seminar - Graduate student Dawn Kelk discusses "Sheep and Goat Hybrids Continued" at noon in OVC 1642.

MONDAY, DEC. 5

Landscape Architecture Lecture - "On the Edge" is the topic of George Hargreaves of San Francisco at noon in Landscape Architecture 204.

Concert - The U of G Singers perform at 12:10 p.m. in MacKinnon 107.

Molecular Biology and Genetics Seminar - John Bell of the University of Alberta considers "Chromosomal Rearrangements and Misexpression of a Major Gene for Developmental Pathway in *Drosophila* at 2 p.m. in Axelrod 028.

TUESDAY, DEC. 6

Animal and Poultry Science Seminar - Graduate student Joanne Handley examines "Carcass Trait Expected Progeny Differences: The Effects of Age, Weight and Finish" at 11:10 a.m. in Animal Science 306.

Mathematics and Statistics Seminar - Rajendra Bhatia of the Indian Statistical Institute discusses "The Equation AX-XB=Y in Matrices and Operators" at 2:30 p.m. in MacNaughton 201.

WEDNESDAY, DEC. 7

Food Science Seminar - Terry Maurice of Ault Foods explains "Industrial Food Science at Work" at 10 a.m. in Food Science 202.

Biochemistry Seminar - "The Effects of Mammalian Growth Factors on *Trypanosoma Brucei*" is the focus of Ronald Maathai at 12:10 p.m. in MacNaughton 222.

FRIDAY, DEC. 9

Nutritional Sciences Seminar - "Dietary and Physiological Regulation of Hepatic Cysteine Metabolism" is the subject of Martha Stipanuk of Comell University at 11:10 a.m. in Animal Science/Nutrition 141.

Biomedical Sciences Seminar - Graduate student Mkangara Minja considers "Immunotoxicity Assessment of Chemicals in the Bovine" at noon in OVC 1642.

Agricultural Economics and Business Seminar - John Quilkey of La Trobe University in Australia offers "One More Look At Advertising: Somewhat Applied" at 3 p.m. in MacKinnon 117.

Cancellation notice

An evolution and systematics seminar scheduled for Dec. 2 with guest speaker Prof. Ron Brooks, Zoology, has been cancelled.

WORSHIP

Roman Catholic Eucharist is celebrated Sundays at 10:10 a.m. in Thombrough 100.

The Open Door Church (Anglican/United/Presbyterian) runs Sundays at 7 p.m. in UC 533.

Care of the Soul, a Thursday session of prayer and music, begins at 12:10 p.m. in UC 533.

Womanspirit, a spirituality circle open to all women, runs Fridays at 12:10 p.m. in UC 533.

Multifaith calendar

In Sikhism, Dec. 7 commemorates the martyrdom of Guru Tegh Bahadur Ji, the ninth of the 10 Sikh Gurus.

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GRADUATE NEWS

The final examination of **Margo Tant**, a candidate for the diploma in clinical pathology in the Department of Pathology, is Dec. 2 at 9 a.m. in Room 1106 of Pathology. The adviser is Prof. Tim Lumsden.

The final examination of M.Sc. candidate **Ken Ursic**, Botany, is Dec. 2 at 1 p.m. in Room 309 of the Axelrod Building. The thesis is "Comparative Vegetation Structure on Limestone Escarpments of Anthropogenic Origin in Southern Ontario." The adviser is Prof. Doug Larson.

The final examination of PhD candidate **Benjamin Adu**, Engineering, originally scheduled for Nov. 29, will now be held Dec. 9 at 2 p.m. in Room 427 of the University Centre. The title of the thesis is "Microwave Heating and Mass Transfer in Porous Hygroscopic Solids." The adviser is Prof. Lambert Otten.

The final examination of PhD candidate **Mary van Soeren**, Human Biology, is Dec. 9 at 9.30 a.m. in Room 212 of the Powell Building. The thesis is "The Effects of Caffeine Ingestion on Plasma Epinephrine Responses and Associated Metabolic Changes in Humans." The adviser is Prof. Terry Graham.

The final examination of **David Dyck**, a PhD candidate in the School of Human Biology, is Dec. 12 at 2 p.m. in Room 212 of the Powell Building. The thesis is "An Examination of the Mechanism of Fat-Carbohydrate Interaction in Contracting Skeletal Muscle." His adviser is Prof. Lawrence Spriet.

The final examination of PhD candidate **Jianguo Cheng**, Human Biology, is Dec. 13 at 9:30 a.m. in Room 212 of the Powell Building. The thesis is "Factors That Affect the Transmissibility of the Soleus H Reflex Pathway in Humans." Cheng's adviser is Prof. John Brooke.

The final examination of **Chiang Lee**, an M.Sc. candidate in the Department of Veterinary Microbiology and Immunology, is Dec. 14 at 9 a.m. in Room 101 of VMI. The thesis is "An Investigation of the *Pasteurella Haemolytica* A1 Sialoglycoprotease in Bovine *Pneumonic Pasteurellosis*." The adviser is Prof. Pat Shewen. ❐

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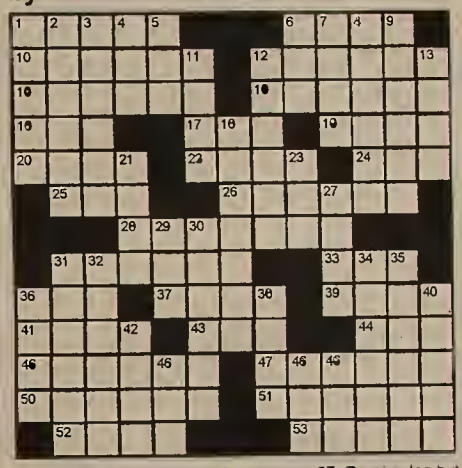

ACROSS

1. Apostolic
6. Grape refuse
10. Surmises
12. Biblical gem
14. Fungus growth
15. Malevolent *itlwill*
16. Teleost fish
17. Mar. follower
19. Store window sign
20. Wound mark
22. Covers with pitch
24. Utah Indian
25. Geological division
26. Metamorphic rock
28. Garden flowers
31. Felt compassion for
33. Docked tail
36. Needlefish
37. British dramatist
39. Encourage and support
41. Son of Seth
43. Take advantage of
44. Household god
45. Abaca fiber
47. Street for kids
50. Strikes
51. Tests by the tongue
52. Single spotted cards
53. Loom parts

DOWN

1. Fleshy fruits
2. Each
3. Column
4. As well as
5. Sheltered side
6. 60th part of an hr.
7. Exchange premium
8. To-do
9. Glass bottles
11. Barter
12. Vocal chords site
13. Anglo-Saxon slave
18. Chinese temples
21. Deeply engaged
23. Meet with
27. Russian log hut
29. Belonging to him
30. Hawaiian trees
31. Central American Republic
32. Sarcastic
34. *Flattened at the poles*
35. Emitted rays
36. Great treasures
38. Occident
40. Lock of hair
42. Location
46. "WKRP in Cincinnati" character
48. Vase piece
49. Compass point

For crossword solution, see page 5.

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Mothers often assume responsibility for handicapped kids

by Margaret Boyd
University Communications

Mothers of handicapped children tend to become overinvolved with their care and assume responsibility for producing these "imperfect" children, says Prof. Mary Konstantareas, Psychology. This assumed responsibility for giving birth to challenged children is often reinforced and perpetuated by social and cultural factors, she says.

Konstantareas, who headed the autism clinic at the Clarke Institute of Psychiatry and was a professor of psychology and psychiatry at the University of Toronto before coming to Guelph, believes that more support services are needed for parents. In the case of autistic children, there are long waiting lists for diagnosis and treatment and a shortage of knowledgable and committed professionals.

Parents who opt for "bizarre and faddish treatments" for their children are often those who lack support and are highly stressed, she found in one study.

In another study that compared parents of learning-disabled, autistic, mentally retarded and normal children, Konstantareas learned that the normative social tendency of women to care for children becomes exaggerated once a handicapped child is added. This comparison study matched parents and children for age, sex, birth order, socioeconomic status and maternal employment.

She also discovered that fathers tend to become peripheral and detached from handicapped children. A study that sought to increase fathers' involvement with autistic children by intervention found it to be difficult if not completely ineffective.

The intervention involved efforts to persuade fathers to take more responsibility and to balance the duties of child care among all their children, rather than interact with only the non-handicapped.

This study compared two groups of overinvolved mothers; one group was subjected to intervention and one was not.

"It made no difference," says Konstantareas. "Husbands will do anything to avoid being the caregivers for a handicapped child."

She describes women who assume care for a handicapped child, especially an autistic child, as being "at risk" for reactive depression. These women undergo drastic and positive transformations once they place their children in a facility, particularly a caring and adequate one, she says.

"I advocate placement in these cases. The mother has a life again, and the rest of the family regains her."

Autism is an extremely problematic condition with staggering costs to families and society, says Konstantareas. There is no cure for the disorder, and these children can have a normal lifespan.

She is supportive of the changes in society that question traditional practices in the health-care system. The movement from hospital to community-based treatment is advantageous because it provides greater social awareness of people's needs and sensitizes the community to issues of joint responsibility, she says.

In the future, Konstantareas wants to research the factors that make parents of autistic children turn to unconventional treatments, such as injections of untested substances and facilitated communication. This highly publicized form of communication involves a facilitator — a parent, teacher or child-care worker — who helps the autistic child answer questions by holding the child's hand on a keyboard.

Konstantareas and one of her students, Greg Gravelle, compared situations where the facilitator was unaware of intended messages to a child with those who were aware. The study determined that children provided the correct answers only if the facilitator was aware of the message.

Konstantareas is also researching factors surrounding the cause of autism, to discover possible subgroups with comparable backgrounds and presenting characteristics. ❑

Modern couples find new ways to share, negotiate housework

by Margaret Boyd
University Communications

The ways in which modern couples share and negotiate household chores are surprisingly varied, says Jacqueline Goodnow, co-author of the book *Men, Women and Household Work*.

Goodnow, an Australian cognitive psychologist who was a Winegard visiting professor in the Department of Family Studies this month, says the division of household labor is changing dramatically, primarily because of the influx of women entering the workforce.

What's deemed fair in the workplace in terms of discrimination is flowing into the household, she says. As a result, there is more equality and sharing. In addition, many men want to give up stereotypical masculine duties.

"Women are still doing more, but even the averages (of male-female workload) are changing," says Goodnow. "A sense of fairness and commitment to a relationship are the reasons why people change."

The book, which looks at 50 couples who equally share housework, found that some had little difficulty working out differences, whereas others had to go through intense negotiations. The use of language was often pivotal to negotiation. A partner who says: "I don't know how to do that" usually means "I don't want to," says Goodnow.

"The style of negotiation was whatever the relationship could bear. Some had long periods of battle, in which they often felt it wouldn't work."

One of the toughest problems for all couples was raising the issue of shared work, says Goodnow. To do so without being critical of one's partner required diplomacy.

When changes occurred in the sharing of household duties, three patterns of behavior emerged:

- Some couples developed non-stereotypical roles, taking on jobs they were best suited for, regardless of gender expectations.
- Some developed "fluid shifts" in which partners equally shared workloads by doing various chores as required.
- Some followed a "to each their own" pattern, with each partner looking after his or her own needs. This was limited to the chores of laundry, car care and ironing.

"Most couples used a mixture of three patterns, although one was usually predominant," Goodnow says.

While researching the book, she and co-author Jennifer Bowes found several trends. More men are doing ironing and cooking chores, and car care is disappearing as a traditional male chore.

Early socialization does not seem to affect the likelihood of men sharing household chores, Goodnow says. Most couples had traditional upbringings; it was current circumstances that led them to define their relationship

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CUEW local continues efforts to define position

Continued from page 1

The Guelph CUEW local will continue its efforts to define its bargaining position with the University, says Smith. A survey sent out three weeks ago asked the campus membership — teaching assistants, academic graduate service assistants and contracted sessional lecturers — what issues they would like taken to the bargaining table.

Bargaining proposals drawn from the survey will be presented for ratification by the membership Dec. 8, he says.

In addition to Smith, the executive of Local 13 consists of vice-chair Andrew Noble; financial officer Harry Pulley; communications officer Stacey Tennenbaum; chief steward David Baxter; Carlos Pinheiro, international student representative; Gillian Siddall, a contractually limited professor; Nicté Fuller Medina, an undergraduate teaching assistant; Gaynor Watson, representing the College of Physical and Engineering Science; Marianne Micros, College of Arts; Craig Benjamin, College of Social Science; and Nicole Ramlachan, OVC/OAC. Four positions remain unfilled. ❑

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Inside:

Student senators set up shop 2
International focus for Guelph urged 3
Welcome to the quarter-century club . 4
Gain without pain . . 5

Thought for the week

My idea of an agreeable person is one who agrees with me.

Samuel Johnson

DOWNTOWN GUELPH

Personal safety the priority for new committee

by Maurice Oishi
University Communications

U of G has appointed the members of its personal-security advisory committee, an offshoot of the safety study by the Metro Action Committee on Public Violence Against Women and Children (METRAC).

The METRAC report, released this spring, recommended the creation of a standing committee responsible for co-ordinating personal-safety initiatives on campus, ranging from anti-sexual harassment campaigns to monitoring building plans with an eye to safety.

Committee chair Keith McIntyre, director of Security Services, says the committee is a "good fit" to his efforts in the area of community policing.

"It fits into the broad security picture in that it involves as much of the campus community as possible, with representatives from across campus," he says. "In addition, all chairs and deans have been asked for input on improving security in their areas of responsibility."

McIntyre says the committee's first agenda item is to act on METRAC's first recommendation — development of a statement of purpose and intent describing the committee's commitment to addressing violence and safety on campus.

A statement of purpose is "more than just words on paper," he says. "It boils down to a commitment, a responsibility to address what we are going to do to improve security services on campus."

A commitment by the University to combat campus violence and to respond to personal-safety concerns of staff, faculty and students will be part of the statement of intent, he says.

McIntyre adds that the group will also look to ensure that METRAC's 20 recommendations are implemented over the coming semesters. Action on most of the recommendations, which have to do with the campus physical plant, has already been initiated by Physical Resources.

"The recommendation that needs to be addressed quickly is the one involving individual buildings on campus where other means of communication are required," he says. "In particular, we need to ensure that students, faculty and staff working after hours have some means of contacting the police in an emergency."

The committee will report to the administrative vice-president and the Executive Committee. Even after all the METRAC recommendations are acted on, the committee will still be needed, says McIntyre. "There will always be concerns about security. It's a never-ending task of building on past improvements."

Members of the committee are Bruce Anderson, Don Cockburn, Indira Ganaselall, Don Gruber, Heather Heath, Liz Honegger, Roger Jenkins, Connie Male, Francis Niekamp, Wayne Pfeiffer, Jennifer Reader, Robert Rice, Jose Robinson, Karyn Sandlos, Claudia Schaefer, Brian Sullivan and Irene Thompson. ❐

Industrial sector pays the price

The industrial sector has been hard hit by job losses in recent years. Prof. Belinda Leach, Sociology and Anthropology, is studying the impact on workers and their families in the Hamilton area. See story on page 5. Photo by Trina Koster, Office of Research

Miles named assistant VP

John Miles

John Miles has been named to the new position of assistant vice-president, financial services.

This position consolidates all financial functions under one U of G officer. Miles maintains the responsibilities he had as director of Financial and Administrative Services. In addition, he will now oversee treasury operations (investments and risk management). He will report directly to the vice-president, finance and administration.

A 1971 BA graduate of the University of Waterloo, Miles qualified as a certified management accountant in 1981. He has worked on campus since 1979, when he started as a staff accountant in the Comptroller's Office. In 1983, he was appointed senior financial analyst in Financial Services. In this position, he supervised the launch of the distributed data-entry system (an electronic method of submitting financial transactions such as journal entries and payroll time sheets).

In 1985, Miles was appointed University budget officer. His responsibilities included developing and operating Guelph's central budget system, co-ordinating revenue and expenditure forecasting, communicating budget information and controlling allocations at the University level. He was also involved in policy development and financial planning.

Miles was named director of Financial and Administrative Services in 1991. ❐

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Students senators set up shop in UC office

by **Maurice Oishi**
University Communications

Opening up a University Centre office was the first step for the Student Senate Caucus. Finding chairs and filing cabinets will come next.

Although it's scarce on creature comforts, the office is what caucus chair Steven Cracknell hopes will become a focal point for the student group. With 28 representatives on U of G's 178-member Senate, the caucus has the numbers to turn student concerns into policy. Cracknell hopes to tap that force.

"There was a lot of energy last year," he says, "but turning it into something focused and organized was a real problem."

To rally that energy, he's set up three teams, focusing on finance, student-based Senate issues and communications. He believes the teams are a mechanism for forging ideas into tangible results.

Top on the list of student concerns is the strategic-planning initiative. On one hand, "I see it as a necessity," says Cracknell. "The Strategic-Planning Commission (SPC) is the University's way of dealing with a tighter budget." But he's concerned that the final report may not be released until late spring, "when just a few student senators are around." The lack of student input may affect the final product, he says.

To increase input from students, their representation on the commission has been expanded from two to four. In addition, the caucus intends to have a perspective paper on key issues that affect students taken to SPC before the task force's report synthesis, expected later this month.

As a group, the Student Senate Caucus has other hurdles to clear. "Our key problem is our public image -- we're just not seen," says Cracknell. But lack of student awareness extends beyond the caucus, he says. "You ask the average student about Senate and they'll ask: 'What's that?'"

The caucus office, located in UC 538 and staffed by student senators during regular hours, gives caucus members a higher profile and makes them more accessible to students, says Heather Coulter, a graduate student senator in FACS who heads up the group's public relations team.

But more than maintaining an office, "the first thing we've got to do is get the word out about what we do," she says. That will probably include residence meetings, information booths, visiting college governments and perhaps articles in the campus newspaper. Issues likely to be at the fore will be Senate, SPC and student senator elections, slated for February.

If students don't know about Senate or simply don't care, the message will be: "Here's what's going on and here's why you should care," says Coulter.

To ease communications with students, the caucus also has a CoSy forum (stusenat) and a P.O. box (48-4159) for suggestions, ideas and dialogue.

Cracknell has a long-term vision of the caucus. "I hope that in five years, people will look at the influence that student senators have on the University and recognize caucus as a powerful ombudsman."

But in the meantime, he plans to focus on the nuts and bolts. If you have any tables or filing cabinets for the caucus office, contact the group through its CoSy forum or through Brenda Whiteside at the Senate Office, Ext. 6758. ❐

LETTERS

Munford Centre important resource for people of color

I read with displeasure the Nov. 23 letter from Daniel Sellen regarding the policies of the C.J. Munford Centre. This is a letter laden with the arrogance of white privilege, which seems to pervade U of G.

In combination with its counterpart, systemic racism, it was certainly one of the motivating factors in the formation of the President's Advisory Committee on Anti-Racism and Race Relations (of which I was a member). Sellen's attitude precisely underlines the motivation behind the section on white privilege in the task force report.

It is clear to me that the Munford Centre is an important resource for people of color on this campus. I understand the mandate for the centre is to provide access to resources on racism to build awareness, analysis and active involvement in the movement for change. With the amount of work that lies ahead in challenging racism in the community, this is clearly a good thing for the University to have supported.

But there is another, more important mandate for the centre — to give people of color a place on campus that is free from the chilly climate of racism, where they can be assured of not having to deal with harassment or threats. For this, I also think the University has done a good thing.

Yet here comes Sellen, lecturing about "reverse discrimination." Whatever could he be so threatened by that people of color have created this "safe space" for themselves? Why does he think that a tiny room in the basement of a campus building is worthy of the amount of harassment he is heaving at it? (Let us remind ourselves that these are people who do not access power in a way that is socially significant enough to oppress Sellen or his "well-meaning members of the University community.")

I suggest that the entire complaint about the Munford Centre is coming from someone who has plenty of privilege at U of G — as a member of Board of Governors and a (presumably) well-funded graduate student, as a member of the Graduate Students' Association and, above all, as a white man.

What he has done is deliver a message to people of color at Guelph that underlines the power and control demanded by whites at this institution. It is not the centre's policy that is offensive, but Sellen's assumption that he need only demand power and it will be granted to him.

As far as I'm concerned, his action serves to underline the need to challenge the amount of white privilege that is irresponsibly misused and flaunted, not only at Guelph, but also in Canadian society as a whole.

Gayle Valeriote
BA '86

Keep supporting small farmers, environment

I was most interested to attend the first Latornell memorial lecture Nov. 4. Jim Patterson of Ducks Unlimited painted a rosy picture of the positive effect that NAFTA, GATT and the global market economy will have on the environment and the farmer entrepreneur.

He explained that lower farm subsidies will discourage cropping on marginal land and will ultimately help profits. It was an analysis worth hearing.

But I wonder if this is only part of the picture. I'm not convinced that the NAFTA-supported potential of U.S. agribusiness takeover of Ontario family farms supports either the small entrepreneur or the landowners' sense of stewardship and commitment to their land.

Nor is GATT just a matter of lowering subsidies. Its provisions on intellectual property rights (IPRs) give large transnational corporations the right to patent seeds. A major source will be the global centres of seed genetic wealth, which are often in poor countries such as Ethiopia and India.

For centuries, local small farmers have selected seed for valuable traits adapted to their conditions and shared them. The big companies can now take those shared seeds, alter them slightly, patent them and demand that those same farmers pay to use them. The U.S. government has estimated the net effect of IPRs will be to increase the south's subsidy to northern research and development by \$43 billion to \$102 billion a year. According to Vandana Shiva, this alone could double the Third World debt burden.

Farmers in India have protested by the hundreds of thousands. Such policies threaten the diversity that rich and poor countries rely on, push monocultures on to currently diverse agroecosystems, drive the small farmer into urban slums and widen the rich/poor gap.

I believe this process supports neither the small entrepreneur nor the environment. I hope Patterson's lecture was just a beginning of the U of G discussion reaching the public. Please share the other viewpoints of the debate with the off-campus community.

We need to be reassured that in its search for research funds from big agribusiness, which does benefit from NAFTA and GATT, the University is still supporting small farmers, the environment, sustainable rural communities and global justice.

Elizabeth Snell
Guelph

PEOPLE

Wayne Brittenden, senior buyer for Hospitality and Retail Services, has successfully completed an accreditation program and been designated a "certified professional purchaser" by the Ontario Institute of the Purchasing Management Association of Canada. It is the highest achievement awarded by the institute, and those who hold it are recognized across Canada and internationally as experts in their field.

Prof. **Mary Rubio**, English, attended a conference on "The Contribution of Presbyterianism to Atlantic Canada" at Mount Allison University and gave a paper on "Lucy Maud Montgomery and the Destructive Effects of the Doctrine of Predestination." ❐

APPOINTMENTS

Douglas Doul of Oakville has been appointed electrical design co-ordinator in Physical Resources-Engineering.

Prof. Alain Thomas, French Studies, has been named chair of the department for a three-year term that begins Jan. 1, 1995.

John Mark of Newmarket has been appointed manager of Special Security Services, effective Jan. 2, 1995.

Thomas King will become an associate professor on a part-time basis in the Department of English July 1, 1995. ❐

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Executive editor: Sandra Webster, Ext. 3864.
Editor: Barbara Chance, Ext. 6580. **Writer:** Maurice Oishi, Ext. 2592.
Advertising co-ordinator: Vicki Gojanovich, Ext. 6690.
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Editorial advisory board: Prof. Don MacLaurin, HAFA; Prof. David Swayne, Computing and Information Science; Prof. Suzy Lake, Fine Art; Prof. Ann Oaks, Botany; Sheila Trainer, David Hull, U of G Library, Jane Watt, Human Resources; Jim Rahn, Veterinary Teaching Hospital; Prof. Bram Cadsby, Economics; Prof. Praveen Saxena, Horticultural Science; David Ogden, Central Student Association; Elaine Power, Graduate Students' Association; and Guelph lawyer Robin-Lea Norris.

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Please Recycle

Chicago friends

Some 30 U of G alumni turned out last month for the annual meeting of Friends of the University of Guelph in Chicago. Above, president Mordechai Rozanski talks with 1952 OVC graduate Thompson Wright, left, 1938 OVC grad Ken Bone and June Bone. The Friends of U of G incorporated in 1975 to accept gifts from alumni living in the United States. Alumni can now contribute directly to the University, but the group still meets annually and accepts gifts from non-alumni U.S. donors. This year's meeting was organized by Pam Healey, interim director of development in University Affairs and Development.

Photo by Pam Healey, UA&O

Ontario act launches joint committee on employment equity

U of G will soon establish a joint employment-equity co-ordinating committee to develop and monitor the implementation of the University's employment-equity plan.

Creation of the committee is one of the requirements of the new Ontario Employment Equity Act, which came into effect Sept. 1, says Heather Heath of the Employment and Educational Equity Office.

Under the act, employers and bargaining agents are both expected to play a role in informing the constituencies they represent about the principles of employment equity and the key activities involved in implementation.

Through the President's Consultative Forum, discussions have begun with bargaining agents and other employee groups to establish a process for carrying out their and the University's responsibilities under the act, says Heath. Composition and membership of the co-ordinating committee will be announced soon.

Although the Ontario Employment Equity Act only came into effect this fall, U of G and most other Canadian universities have been working on a program of employment equity under the Federal Contractors Compliance Program (FCP) since 1987.

U of G was found in compliance with this program following its initial review in June 1991 and a subsequent review in May 1994.

The key federal and provincial requirements are similar in that they include:

- conducting a census of the workforce to determine the representation of four designated groups (aboriginal peoples, persons with disabilities, visible/racial minorities and women);
- reviewing all employment systems for barriers to these four groups; and
- using this research to develop an employment-equity plan, including qualitative goals to remove any barriers to equitable employment systems and numerical goals to remedy areas of underrepresentation, if any.

Guelph's employment-equity census was first conducted in September 1990. Since then, new employees have been surveyed each fall.

The University's questionnaire is being revised to ensure consistency with both FCP requirements and the new Ontario act, says Heath. In the past, employees were not required to return the questionnaire if they chose not to complete it. Now, they must return it to their employer whether or not they answer the questions.

If you have any questions about the University's employment-equity program, call or visit the Employment and Educational Equity Office in Room 403 of the University Centre, Ext. 3474.

Future issues of *At Guelph* will provide more specific information on the requirements of the legislation and the implementation process at U of G. ❐

THE

Strategic-Planning Commission

Make internationalism major distinctive feature

Guelph should make internationalism one of its major distinctive features. That's one of four key recommendations in a report released last week by the Strategic-Planning Commission's (SPC) committee on internationalism.

The report also says Guelph should:

- incorporate an explicit international component into every undergraduate program;
- choose a limited number of new strategic focuses; and
- actively encourage exchange agreements.

Committee chair Prof. David Josephy, Chemistry and Biochemistry, says the group limited its mandate to strategic issues because administrative arrangements for international activities are now under review by the office of the academic vice-president. He expects the two committees' recommendations will be complementary. Recommendations are ranked in order of priority for implementation.

The SPC committee says U of G should reaffirm its past commitments to internationalism and to the value and practical importance of an international perspective in education.

Celebrate diversity

The committee held long and controversial discussions to define international academic activity, says Josephy. "The goal of internationalism challenges us to value ways of knowing that may not fit our accepted modes, to celebrate cultural diversity and thereby to enrich the academic environment," says the report. The committee interprets internationalism as encompassing both interaction with foreign countries and Canadian diversity issues. An important motivation for internationalization is to encourage a world view, multicultural understanding, mutual respect and the benefits these ideals bring to the institution, the report says.

In other recommendations, the committee says the Board of Undergraduate Studies (BUGS) and program committees should review undergraduate academic programs to find ways to strengthen the international component and to ensure that program structures do not impede student participation in exchange opportunities. It also supports hiring faculty who can teach courses with a focus other than Eurocentric.

Develop naturally

Josephy says it was difficult to evaluate the large number of research/scholarship activities because the information is scattered and there is no simple way to track these efforts. The report notes that such academic links should develop naturally and not be "managed" by the University.

Research and scholarship activities are a key component of internationalism, says the committee, and these academic links must be encouraged. Faculty and staff should be recognized and rewarded for commitment to internationalism.

The institution should continue to press for improved international student accessibility even though the differential fee barrier is expected to remain, says the report. Enrolment of undergraduate visa students at Guelph has dwindled from 10 per cent in the early 1980s to about two per cent today. The University should aim for a 50-per-cent increase over the next five years, says the report.

U of G should also strive to halt the decline of international graduate enrolment and even increase it, says the committee.

The committee endorses the Task Force on Anti-Racism and Race Relations recommendation that U of G's student composition and educational practices reflect the multiracial diversity in today's society and that this principle be extended to include consideration of multicultural diversity.

Two regional focuses appear most appropriate for U of G, says the report. Guelph should continue its ties with Western Europe and make the Caribbean/Latin America a new area of focus. The committee invites community discussion on the possibilities of Southeast Asia and the United States becoming areas of major involvement in the future.

The committee recommends that an ad hoc committee be established to consult with the campus community on new thematic focuses for international activities.

BUGS should consider setting specific targets for undergraduate student participation in exchange agreements and study-abroad programs, says the report. And the dean of graduate studies should identify opportunities for exchanges at the graduate level. These agreements and programs should be co-ordinated from a single office.

The committee also says BUGS should analyse the resource requirements of undergraduate participation in these programs. "It is important that the University recognize that there are costs associated with these exchanges and programs," Josephy says.

Copies of the report will be on reserve in the library, can be accessed on GRIFF and will be available from the SPC office in Room 423 of the University Centre.

Committee members are Sammy Boni-Ankomah, Francesco Braga and George Penfold. Nicté Fuller Medina resigned from the committee before the report was completed. Resource person was Brian Pettigrew. ❐

OVC info system goes worldwide

OVC's computer information system went global last week. OVCInfo, launched last month for campus users, became available to the rest of the world Dec. 1.

OVCInfo uses MOSAIC/World Wide Web software, a system that has become the new standard for accessing the global network Internet.

"By using Internet-compatible software, OVC is able to become a Web site on Internet, making OVCInfo accessible to anyone anywhere in the world with an Internet connection," says OVC dean Alan Meek. It's estimated that as many as 25 million people have access to Internet.

"OVCInfo has boundless scope," says Meek. It can, for example, provide users with the names of members of college committees and undergraduate class lists. It can also give information about academic departments, college history, information technology and multimedia course ware. And it can carry research papers by OVC faculty, complete with graphs and slides. There's also a weekly calendar of college events and a section devoted to highlights from OVC's newsletter, *The Crest*.

And there's lots more to come, says Meek. "The initial implementation is not intended to be complete, but to provide a template on which to build a college repository of information."

In coming weeks, expect sections on the Veterinary Teaching Hospital and graduate students' news.

Guiding the project is Gary Smith of the OVC Computer Group, with help from OVCNet project manager Paul Page and Pete Reshi.

If you have MOSAIC or another Web browser, the following URL will link you to the OVCInfo home page: http://www.ovcnet.uoguelph.ca/HomePage.html. ❐

University employees with 25 years of service gather for a group photo following a Nov. 28 luncheon in their honor. Some 85 employees marked their 25th year at Guelph in 1994.
Photo by Martin Schwalbe

Welcome to the quarter-century club!

College of Arts

Hugh Lehman, Philosophy
Gerald Manning, English
Gene Chu, Fine Art

CBS

Ronald Brooks, Zoology
Roger Horton, Botany
Phillip Sweeny, Microbiology

CPES

Ernie Boyle, Physics
Nigel Bunce, Chemistry and Biochemistry
Gerald Chapman, Mathematics and Statistics
Michael Cocivera, Chemistry and Biochemistry
Peggy Coghlan, Engineering
Joseph Cunsolo, Mathematics and Statistics
George Ferguson, Chemistry and Biochemistry
Chris Gray, Physics
Ross Hallett, Physics
Kenneth Jeffrey, Physics
Gabriel Karl, Physics
Jimmy Law, Physics
Harry McKinnon, Chemistry and Biochemistry
Jacqueline Marsh, Physics
Alexander Mercer, Mathematics and Statistics
Kenneth Mullen, Mathematics and Statistics
John Simpson, Physics
Samuel Zelin, Engineering

Social Science

Gerald Bloomfield, Geography
John Happy, Political Studies
Jim Mottin, Psychology

OAC

Michael Brookfield, Land Resource Science
Jock Buchanan-Smith, Animal and Poultry Science
John Burton, Animal and Poultry Science
Peter Devries, Animal and Poultry Science
Gertraude Hurnik, APS Livestock Centres
Don Hamilton, Environmental Biology
Bev Kay, Land Resource Science
Norman McCollum, Guelph Turfgrass Institute
Peter Martini, Land Resource Science
Marlene Mast, Animal and Poultry Science
Larry Pyear, Horticultural Science
John Sutton, Environmental Biology
Muriel Tolton, Animal and Poultry Science
John Van Esch, Food Science

USRP&D

Tony Fuller

OVC

Joseph Geraci, Pathology
Carlton Gyles, Veterinary Microbiology and Immunology
Sue Kinsella, Veterinary Teaching Hospital
Peter Little, Pathology
Elisabeth Pieper, Veterinary Teaching Hospital
Owen Slocombe, Pathology

Graduate Studies

Doug Ormrod
Ruth Switzer

Office of Research

Fred Black, Animal-Care Services
Doris Stahlbaum, Research Accounting.

Library

Bernard Katz, Chief Librarian's Office
Sandra Ruston, Cataloguing

Registrar's Office

Frances Jack, Academic Records
Elaine Kirby, Schedules

Continuing Education

Virginia Gray

Hospitality/Retail

Vittorio Fantini, Hospitality Services
Assunta Guardiero, Hospitality Services
Jean Liebold, Hospitality Services
Ivana Maggiolo, Hospitality Services
Shirley Smith, Graphics and Printing Services

Athletics

Tony D'Angelo
Richard Freeman
Colin Kelly
Janis Macpherson

CCS

Ron Elmslie
Linda Jones, Computing Centre Services
Tom Rockola, Academic Systems
Swami Swaminathan, Administration

Purchasing

Lynn Drohan
Frank Groshaw

Physical Resources

Mike Bladon, Grounds
Ettore D'Antonio, Grounds
Dominic Furfaro, Structural Shop
Giacomo Giuliani, Housekeeping
Bernard McClement, Central Utilities Planning
Donald McIntyre, Structural Shop
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EYCP sets new criteria

Five Ontario ministries have annnunced Feb. 3 as their deadline for applications to the Environmental Youth Corps Program (EYCP) for 1995.

EYCP gives young people between 15 and 24 (up to 29 for people with disabilities) a chance to work on projects that contribute to improving the environment in their community.

This year, some significant revisions have been made to the program criteria, including changes in wages and length of projects.

Applications are due in the Office of Research Jan. 27, but application forms will not be available until early in January. To receive a form, call Barbara Leachman in the Office of Research, Ext. 8761. ❑

Wound-healing research offers gain without pain

by Nicole Kennedy
Office of Research

Skin wounds are a fact of life for veterinarians and physicians alike. Both encounter surgical and traumatic lacerations on a daily basis. To improve the treatment and understanding of healing such wounds, a Guelph research team is cultivating "artificial" skin in test tubes.

Profs. Jon LaMarre, Biomedical Sciences, and Craig Miller, Clinical Studies, are producing artificial skin in the laboratory from animals euthanized for unrelated health problems. Most existing methods used to study wound healing lead to discomfort in experimental animals.

"We want to develop a model system that adequately reflects the normal events in wound healing without requiring painful animal studies," says LaMarre.

Skin healing is a complex process. It involves the combined response of a number of different cells on the surface (epidermis) and deeper layers (dermis). The healing process can be severely delayed in old animals or animals with medical problems such as diabetes or thyroid disorders.

This delay might be corrected with a number of promising new therapies such as small proteins, called growth factors, which are naturally produced in small amounts by normal "healing" cells. But to test the viability of such treatments, animal-wounding studies are generally required, studies that are unpleasant and increasingly unpalatable. As a result, many potential therapies go untested, particularly in veterinary medicine.

That's where artificial skin comes in. Skin cells are separated and grown from biopsies obtained from donor animals. Large numbers of cells can be isolated from relatively small biopsies.

Once enough cells are cultivated, they are remixed and allowed to form into artificial skin that, under the microscope, looks remarkably like real skin.

(The technique was actually developed to provide a skin substitute to cover large burns when normal skin grafts are difficult to obtain.)

After the artificial skin has formed, a surgical wound can readily be made in the surface layer, which "heals" in a fashion similar to real skin. The normal rate and quality of healing can then be easily established.

Once these values have been determined, agents that potentially accelerate the healing process can be evaluated. Early candidate agents include epidermal growth factor (EGF) and keratinocyte growth factor (KGF), both of which are implicated in the natural healing process.

Preliminary experiments in this project have been performed by research assistant Sean Marshall. Results suggest that these studies can be readily performed with dog skin, says LaMarre.

"It will now be important to determine the potency of growth factors in improving wound healing before these agents can be used therapeutically," he says.

The long-term goal is to develop a system that can be adapted for use in virtually any species where small skin samples can be obtained, ultimately decreasing reliance on animal experiments in the pharmaceutical and cosmetic industries, where skin testing is performed.

Companies such as Procter and Gamble have already shown significant interest in such models through their animal-alternatives program, says LaMarre.

"In the best-case scenario, we will be able to significantly decrease the number of animals used to study wound healing while improving our knowledge of the process and how we treat it."

This research is supported by OVC's Pet Trust Fund. ❐

Prof. Jon LaMarre and OVC colleagues are producing artificial skin in the laboratory that will help eliminate painful animal studies.
Photo by Tina Koster, Office of Research

FROM THE BENCH

Editor's note: This is the first in a regular series of reports on the outcomes of hearings staged by the University Judicial Committee.

At a Nov. 24 hearing, the University Judicial Committee considered two cases.

A student pleaded guilty to defacing University property by painting letters on a bricked campus walkway. The penalty was Level 1 probation for this semester and the next two semesters the student is registered in and a fine of $50. The student was also required to pay clean-up costs.

Two students pleaded guilty to removing a couch from the MacNaughton Building and trespassing. In assigning a penalty, the committee took into account that the students were engaged in a fund-raising activity for various charities and that there was no intent to steal.

The committee assigned a penalty of Level 1 probation for this semester and the next two in which the students are registered, and fined each student $25 for removal and $25 for trespassing.❐

Study explores effect of job loss on workers, families

by Shawn Chirrey
Office of Research

Whether you call it downsizing, restructuring, readjustment, improving business flexibility or maximizing efficiency, the net result is often the same — job loss. A U of G anthropologist is assessing how the chronic shakeup of Canada's industrial sector has changed the lives of workers and their families.

Prof. Belinda Leach, Sociology and Anthropology, says industrial reorganization is often accompanied by a rise in non-standard or informal work arrangements such as part-time, temporary, home-based or sub-contracted positions.

These kinds of jobs appear to be replacing full-time, permanent jobs with benefits and are often targeted specifically at women, she says. That's a profound change and is not exclusive to Canada. But whereas researchers in the United States and Europe have launched their own studies to determine its effects there, the ground has yet to be broken in Canada.

That's where Leach comes in.

"It's vital to examine this within our own borders," she says. "Sitting down with people and talking about their experiences is the only way to really know how their lives are affected."

Leach wonders what impact 'downsizing' has had on people's sense of themselves, in terms of class and gender identity, and the effects on family life, people's sense of community and their commitment to political and union affiliations. She wants, for example, to examine how people's identities are linked to popular ideas about competitiveness, entrepreneurship and free trade and how this relates to their life history and cultural background.

"This will help to develop a broad and critical understanding of economic restructuring and its effects on workers," she says.

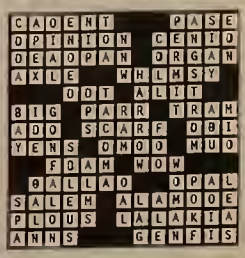
Leach has chosen Hamilton for the latest phase of her field work. The city has a long tradition of working-class consciousness and trade union militancy and a rich labor history meticulously documented over the last couple of decades, she says.

"Looking at this history may provide clues to how changes in the way production is organized have been received and incorporated into social and personal identity. I wonder how historically held ideas about class and class action, such as union militancy, are affected by the problem of day-to-day survival."

Leach's previous research examined industrial homework in Ontario. Homework — piecework carried out in the home for a work supplier — is one example of the kinds of work that are becoming increasingly popular under restructuring. It has a long history in the garment and other industries and may be nne of the few options for newly displaced workers.

"Homework is an excellent way for business to cut costs in terms of overhead and benefits," says Leach, "but it typically takes advantage of women and immigrants and often uses children. It provides a more 'flexible' type of labor force than full-time factory workers, which has advantages for the employer but many disadvantages for the worker."

She hopes her research will produce data and conclusions that will improve labor-market and business policy. The results of this study, supported by a U of G new-faculty grant, will be available in mid-1995. Leach is also part of the multidisciplinary AgroEco Research project at Guelph, examining the effects of factory closings in rural communities and the impact on community health and sustainability. ❐



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At Guelph Christmas schedule

The last issue of *At Guelph* for 1994 will appear Dec. 14. The first issue of 1995 is Jan. 11. The deadline for submitting news and information for the January issue is Jan. 4 at noon.❐

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NOTICES

Memorial service

"Blue Christmas," an interfaith memorial service for people facing Christmas following the death of a loved one, will be held Dec. 15 at 5 p.m. in Room 442 of the University Centre. Members of different religions will give meditative readings, and those who attend will be able to commemorate those they've lost. For more information, call Rev. Lucy Reid at Ext. 2390.

New Maslo release

Computing and Communications Services is planning for the next major release of the Maslo communications software (current version is 9.1). If you are considering providing an electronic service to the University community via the high-speed network or the ROLM data network and would be interested in having your service become part of the next release of Maslo, call Leon Loo at Ext. 6565 or Madge Brochet at Ext. 3047 or send e-mail to lloo@uoguelph.ca or mbrochet@uoguelph.ca.

Library party

All former employees of the U of G Library are invited to attend a Christmas party Dec. 14 from 4 to 6 p.m. in Room 103 of the University Centre.

A Christmas CD

The Guelph Chamber Music Society has just released a CD of Christmas carols featuring the Guelph Chamber Choir and Guelph Children Singers. Cost is $20, including tax. Proceeds go to support the choirs and the society. The CD will be for sale at the Guelph Chamber Choir's Christmas concert Dec. 11 at 3 p.m. at the Church of Our Lady. Concert tickets are $15 and $12 at the door or the UC box office.

Bell Award

Nominations for U of G's John Bell Award in recognition of outstanding contributions to university education are due Dec. 31. Nominations should be sent to the Senate Secretariat on Level 4 of the University Centre.

Euchre tourney

A progressive euchre tournament will be held Dec. 11 at 1 p.m. at the Guelph Knights of Columbus, 84 Lewis Rd. Admission is $2. For more information, call 767-9054.

Symposium set

Human kinetics/human biology students are organizing their 25th annual symposium, to be held Jan. 28 at Carden Place. This year's theme is "Energize Vitality for Life." Lectures will focus on living optimally through nutrition/metabolism, psychology, conditioning and injury awareness. A dinner and dance will follow the symposium. More details will be available in the new year.

VON committee

The Victorian Order of Nurses is seeking individuals to sit on its marketing committee. Meetings are held six time a year to promote the VON and its services. For more information, call 822-5081.

Alternative Xmas

International Education Services (IES) has the booklet *Under the Tree*, offering alternatives to a consumer Christmas and ideas for different gifts. Visit the IES Info-Centre on Level 4 of the University Centre.

Jubilee awards

The Queen Elizabeth Silver Jubilee Endowment Fund for study in a second official language provides $5,000 and transportation expenses for students interested in studying at another institution. Interested students should contact their college dean for nomination. Deadline is Jan. 13.

Sounds of Christmas

Come join Dennis Gooting and friends for a program of Christmas carols and songs Dec. 9 at 7 p.m. in Room 107 of the MacKinnon Building.

No bus service Jan. 2

The Guelph Transportation Commission will observe New Year's Day Jan. 2 and will not provide city bus service on that day. Anyone who relies on the service should plan alternative transportation. U of G is observing the New Year's Day holiday Dec.29. ❑

JOBS

As of Dec. 2, 1994, the following opportunity was available to on-campus employees only:

Supervisor II, Centralized Collection Maintenance, McLaughlin Library, temporary full time from Jan. 5/95 to Jan. 5/96. Salary range: $29,114 minimum, $34,208 normal hiring limit. Removal date: Dec. 7.

Agricultural Assistent, OVC Isolation Facility, contractually limited from Jan. 1 to July 15/95. Salary range: $13.17 to $14.71 an hour. Removal date: Dec. 9. ❑

Nancy Coates, chair of the building committee for the Guelph civic centre, and Raymond Moriyama of Moriyama & Teshima Architects peer into the box created by the architectural firm for the Macdonald Stewart Art Centre's recent Bid on a Box auction. The auction raised $10,035 for the two arts organizations.

Photo by Mary Cocivera, University Communications

Macdonald Stewart Inuit show gets federal funding

The Macdonald Stewart Art Centre has received $30,712 from the federal government under the Museums Assistance Program.

The award is to help defray the costs of implementing and circulating the exhibition *Qaminittuag*, a 25-year survey of Inuit drawings from Baker Lake. The show was organized by the art centre from its permanent collection and is now touring internationally.

Qaminittuag will go on exhibit at U of G next spring. ❑

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Cross-country skis and poles, suitable for someone 5'4" to 5'6", men's boot size 7 1/2, 836-1231.

1987 Ford Taurus, automatic, V6 3.0L, power steering and brakes, air, cruise, AM/FM cassette stereo, well maintained, 154,000 km, 836-5877 or 823-0671 and leave message.

1993 Pontiac Sunbird LE, 70,000 km, 822-5735 after 6 p.m.

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Macintosh Classic, 4 MB, with manuals and software; compatible Write Impact printer, 822-2343.

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Room in two-bedroom apartment, quiet street, yard, parking, washer, dryer, carpeted, $380 a month inclusive, first and last months' rent required, Rhonda, 824-3638 after 6 p.m.

WANTED

Used blender, Rosalinda, Ext. 4084 or 821-6192 evenings.

Furnished room for female grad student, close to campus or downtown, non-smoker, access to shower and kitchen, Jan. 8 to 30, Suzanne Brett, c/o Department of Zoology, or e-mail welsh@biomed.med.yale.edu).

Female to share two-storey brick house, near downtown, quiet non-smoker, available immediately, $285 a month plus utilities, 824-9366.

LOST

Two-year-old long-hair marmelade male cat, lost Dec. 2 in Willow West Mall area, 836-0537 anytime.

CALENDAR

FRIDAY, DEC. 9

Nutritional Sciences Seminar - "Dietary and Physiological Regulation of Hepatic Cysteine Metabolism" is the subject of Martha Stipanuk of Comell at 11:10 a.m. in Animal Science/Nutrition 141.

Biomedical Sciences Seminar - Graduate student Mkangara Minja considers "Immunotoxicity Assessment of Chemicals in the Bovine" at noon in OVC 1642.

Agricultural Economics and Business Seminar - John Quilkey of La Trobe University in Australia offers "One More Look At Advertising: Somewhat Applied" at 3 p.m. in MacKinnon 117.

SATURDAY, DEC. 10

Concert - John Gorka performs at 9 p.m. at the Bullring. Tickets are $10 in advance at the UC box office, $12 at the door.

WEDNESDAY, DEC. 14

Molecular Biology and Genetics Seminar - University of Calgary biologist Michael Bentley discusses "Protein Kinase C and Signal Transduction in *Drosophila*" at 2 p.m. in Axelrod 028.

FRIDAY, DEC. 16

Mathematics and Statistics Seminar - "Multiphase Equilibria in Process Design" is the topic of Warren Seider of the University of Pennsylvania at 10 a.m. in MacNaughton 201.

Nutritional Sciences Seminar - Wen-Hui Lee talks about "Major Lymphocyte Subsets in Blood and Lymphoid Organs in Diverse Murine Models of Weanling Protein-Energy Malnutrition" at 11:10 a.m. in Animal Science/Nutrition 141.

Biomedical Sciences Seminar - "Nuclear Reprogramming in Cloned Bovine Embryos" is the topic of graduate student Marie-Cecile Lavoir at noon in OVC 1642.

GRADUATE NEWS

The final oral examination of PhD candidate **Ken Koots**, Animal and Poultry Science, is Dec. 8 at 8:30 a.m. in Room 306 of the Animal Science and Nutrition Building. The thesis is "Studies on the Genetic and Economic Parameters Required for Beef Cattle Improvement." His adviser is Prof. John Gibson.

The final oral examination of **Jimao Peng**, a PhD candidate in the Department of History, is Dec. 13 at 1 p.m. in Room 132 of the MacKinnon Building. The thesis is "A Community in Motion: The Development of Toronto's Chinese Community, 1947-1981." The adviser is Prof. Gil Stelter.

The final examination of PhD candidate **Bruce Downie**, Botany, is Dec. 13 at 9 a.m. in Room 309 of the Axelrod Building. The thesis is "Sugar Content and Endo-beta-mannanase Activity in White Spruce Seeds During Germination." The adviser is Prof. Derek Bewley.

The final examination of **Teresa Sanelli**, an M.Sc. candidate in the Department of Chemistry and Biochemistry, is Dec. 13 at 10:10 a.m. in Room 222 of the MacNaughton Building. The thesis is "An Investigation of the Catalytic Nucleophile of *Schizophyllum Commune* Endoglucanase I." The adviser is Prof. Anthony Clarke.

The final examination of M.Sc. candidate **Simona Merica**, Chemistry and Biochemistry, is Dec. 15 at 9:10 a.m. in Room 222 of the MacNaughton Building. The thesis is "Chemistry and Photochemistry of Nitropolychlorinated Dibenzo-p-dioxins." The adviser is Prof. Nigel Bunce.

The final examination of **Ye Jiang**, a PhD candidate in the Department of Mathematics and Statistics, is Dec. 15 at 2 p.m. in Room 121 of the MacNaughton Building. The thesis is "Mathematical and Visualization Studies of Chemical and Phase Equilibria." The advisers are Profs. Bill Smith and Bob Chapman.

The final examination of PhD candidate **Ian Howard**, Philosophy, is Dec. 15 at 1 p.m. in Room 132 of the MacKinnon Building. The thesis is "Sustainable Agriculture and Sense of Place." His adviser is Prof. Hugh Lehman.

The final oral examination of **Donna Palmer**, an M.Sc. candidate in the Department of Veterinary Microbiology and Immunology, is Dec. 15 at 9 a.m. in Room 101 of VMI. The thesis is "Preliminary Characterization of Proteases Produced by *Actinobacillus Pleuropneumoniae*." The adviser is Prof. Janet MacInnes.

The final oral examination of M.Sc. candidate **Alfred Archer**, Animal and Poultry Science, is Dec. 15 at 9:10 a.m. in Room 141 of Animal Science and Nutrition. The thesis is "Multiple-Trait Method to Estimate 305-Day Lactation Yields for Holstein Dairy Cattle." His adviser is Prof. Larry Schaeffer.

The final oral examination of **Stephanie Reedy**, an M.Sc. candidate in the Department of Animal and Poultry Science, is Dec. 16 at 9:10 a.m. in Room 306 of Animal Science and Nutrition. The thesis is "Cryopreservation of Dissociated Chicken Blastodermal Cells." The adviser is Prof. Robert Etches.

The final oral examination of **Xiaoguo Chang**, a PhD candidate in the Department of Animal and Poultry Science, is Dec. 19 at 9:10 a.m. in Room 141 of Animal Science and Nutrition. The thesis is "Effects of Chromium on Performance, Health Status and Immune Response in Cattle." His adviser is Prof. Dave Mowat.

The final examination of PhD candidate **Jieming Wang**, School of Engineering, is Dec. 19 at 2 p.m. in Room 427 of the University Centre. The thesis is "Airflow Distribution in a Slot-Inlet Ventilated Prototype." The adviser is Prof. John Ogilvie.

WORSHIP

Roman Catholic Eucharist is celebrated Sundays at 10:10 a.m. in Thornbrough 100.

The Open Door Church (Anglican/United/Presbyterian) runs Sundays at 7 p.m. in UC 533.

Care of the Soul, a Thursday session of prayer and music, begins at 12:10 p.m. in UC 533.

Womanspirit, a spirituality circle open to all women, runs Fridays at 12:10 p.m. in UC 533.

Multifaith calendar

In Jainism, Dec. 12 is Maunijiyaras, a day of fasting, silence and meditation on the five holy beings: monks, teachers, religious leaders, Arihants and Siddhas.

In the Baha'i faith, Dec. 12 is Masa'il, the 15th month of the year.

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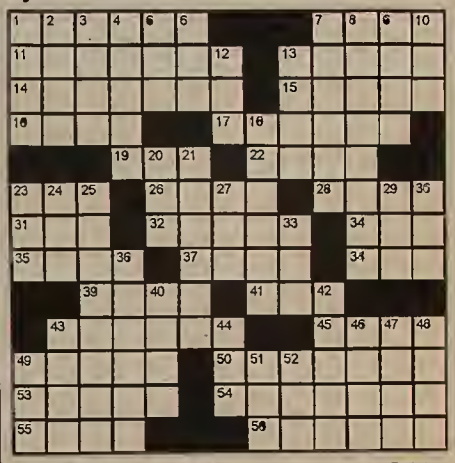

ACROSS

1. Having rhythm
7. Matador's cape maneuver
11. Point of view
13. Patchwork composition
14. Expressionless mien
15. Heart for one
16. Wheel shaft
17. Caprice
19. ___-matrix (printer type)
22. Came to rest
23. King-sized
26. Young salmon
28. Mine vehicle
31. To-do
32. Carpenter's joint
34. West Indies witchcraft
35. Yearns
37. Melville novel
38. Sludge
39. Frothy mass
41. Sound distortion
43. Slow romantic song
45. Iridescent gem
49. With city
50. Topped with ice cream
53. Religious
54. Turkish tobacco
55. Todd and Miller
56. Civet relatives

DOWN

1. Musical conclusion
2. Highest point
3. Clock face
4. Concluded
5. Comparison of tuck
6. "Ode ___ Skylark"
7. License
8. Swedish physicist
9. Guy rope
10. Eternity
12. Compass dir.
13. Form spiral rings
18. Farm implement
20. Harvest goddess
21. Mount Rainier site
23. Reddish brown
24. European fish
25. Crosspiece banner
27. Battering machine
29. ___ Bakr (Moslem caliph)
30. Central
33. Egg ___ yong
36. Leg muscle
40. Gifts given to the needy
42. Female human
43. Actor Conrad
44. Split pulse
46. Check in hockey
47. Mine passage
48. Pastures
49. Mineral spring
51. Fall behind
52. Devoured

For crossword solution, see page 5.

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BOOKS

Exploration of Irish-Canadian pioneers wins national recognition

by Shawn Chirrey
Office of Research

A unique perspective on immigration history — as seen through the eyes of Irish families in the 1800s — netted a U of G historian a nomination for this year's Governor General's Literary Prize in non-fiction.

In her book, *A New Lease On Life: Landlords, Tenants and Immigrants in Ireland and Canada*, Prof. Catharine Anne Wilson examines two absentee landlords and 105 tenant families who emigrated from County Down, Ireland, to Amherst Island just west of Kingston between 1820 to 1860.

The landlords — Stephen Moore, third earl of Mount Cashell, and Major Robert Perceval Maxwell — presided over several estates in Ireland and were the consecutive owners of Amherst Island. Mount Cashell, the first owner of Amherst Island, was a typical old-style aristocratic landlord who went bankrupt as a result of the Irish Famine from 1845 to 1852. Maxwell, a member of the gentry, recouped his Amherst Island investment by 1895 and went on to reinvest $428,000 in mortgages around Kingston and in other parts of Canada.

Prof. Catharine Anne Wilson is author of a new book that looks at Irish immigrants in the 1800s. Photo by Trina Koster, Office of Research

Canada offered greater opportunities for all parties. Landlords escaping encumbrances, unprofitable and crowded estates and hostile tenants in Ireland were able to profit from rising land values on Amherst Island and secure their own families' futures. And tenants were in a more advantageous position vis-a-vis their landlords than they had been in Ireland. In a new country where land was cheap, the only way a landlord could attract and keep tenants was by offering low rents, long leases and easy terms.

Canada also gave Irish farmers and pioneers their first opportunity to buy their own land. Most of the tenant farmers Wilson studied either eventually sold their leases (at prices that equalled their purchase price of local property) and moved on to buy land elsewhere or bought farms right on Amherst Island from Maxwell, their landlord. These land sales provided tenants with greater security and Maxwell with large capital gains.

There were marked differences between tenancy in Canada and Ireland. In Canada, much of the tenant's life was outside the landlord's control, and there were fewer dues to pay and obligations to perform. Class antagonism that erupted in the Irish Land War of 1879 was hardly felt on Amherst Island, where the landlord-tenant relationship was smoothed by benign lease terms and an expanding economy.

What makes Wilson's account of these times unique is that she monitored the movement of specific families through the turbulent years of famine and Land War in Ireland, then followed them across the Atlantic and through years on Amherst Island.

"This is a new kind of immigration history," says Wilson. "Examining the same people on both sides of the ocean provides an excellent base from which to establish a comparison of the social and economic factors that affected changes in their lifestyles, agricultural practices and the tenant-landlord relationship."

A New Lease On Life, which was also shortlisted for the Nevins Prize in economic history, developed out of Wilson's doctoral thesis work in history at Queen's University. Her research and archival work took her from Queen's to the Institute for Irish Studies in Belfast, with the support of the Social Sciences and Humanities Research Council.

Wilson is currently working on another book, tentatively titled *Tenants and Time*, which provides a more comprehensive history of tenant farmers in Ontario.

A New Lease On Life is published by McGill-Queen's Press. ❐

Alumnus names winners of writing competition

U of G's alumni magazine has awarded $1,000 in prize money to the winners of its second annual creative-writing competition. The *Guelph Alumnus* received more than 300 entries and will publish the four winners in its December issue.

The $500 first prize went to James Boothroyd, a Montreal journalist who is launching a new career as a fiction writer. His short story "Behave" is about a nine-year-old girl who escapes punishment for a misdeed by practising what her father preaches. The story is a painful lesson for her siblings — and for Boothroyd's readers — in how clever children are at copying their parents' behavior.

Jessica Westhead of Whitby won second prize of $300 for "June Bug Meat," a short story about a Bonnie and Clyde stunt that goes awry. She is a student at Trent University in Peterborough, majoring in drama and English.

Two poets, Paul Bramadat of Dundas and Laurie Smith of Windsor, tied for third place. Each will receive $100. Bramadat is a PhD student in religious studies at McMaster University. Smith is enrolled in a master's program in English and creative writing at the University of Windsor.

The writing competition is sponsored by the *Guelph Alumnus* magazine, its alumni advisory board and ScotiaMcLeod Inc. to encourage and recognize the work of beginning writers. Judges were Prof. Constance Rooke, associate academic vice-president; Prof. Judith Thompson, Drama; and John Steffler, a poet, novelist and English professor at Memorial University.

The annual competition accepts short stories, poetry and personal essays and is open to everyone except the staff and alumni who produce the magazine. The deadline for entries is July 15 each year.

For more information about the contest or to obtain a copy of the December issue of the *Guelph Alumnus*, call editor Mary Dickieson in University Communications at Ext. 8706. ❐

They'd give the shirts off their backs

The shirts worn by the staff at Gryphs Sports Lounge during the summer were such hits with patrons that they're being put up for sale as part of a fund raiser.

The shirts, replicas of Liverpool's soccer jerseys, will be sold at Gryphs to raise money for My Other Me, the pediatrics ward at Guelph General Hospital. The jerseys, which originally sold for $75, will go for $25 each.

The three dozen jerseys were donated by the staff at Gryphs. Drycleaning will be donated by King Cleaners of Guelph. ❐

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Volume 38 No. 41 | University of Guelph, Guelph, Ontario | December 14, 1994

FIRST GLANCE

See you next year

This is the last issue of *At Guelph* for 1994. The first issue of 1995 will appear Jan. 11. The deadline for submitting news and information for the January issue is Jan. 4 at noon. Have a safe and happy holiday.

Occupational Health moves

Occupational Health Services will relocate to the Environmental Health and Safety portable complex on Christie Lane Dec. 19.

Current services will continue to be offered at the new location, including medical surveillance programs, approval of return to work and modified work placements, first aid and the counselling component of the employee assistance program.

U of G's consulting physician, Dr. John Millman, will continue to see employees Thursday mornings. If you have any questions about occupational health or counselling services, call Gisele MacNeil at Ext. 2133.

SPC report due

In the new year, watch for the Strategic-Planning Commission's interim report, expected to be released at the end of January.

Inside:

Included with this issue is the Arborelum's seasonal program.

The paper chase gets pricier 3

Ferguson bids adieu . 5

United Way goes over the top 8

Thought for the week

Change your thoughts and you change your world.

Norman Vincent Peale

DOWNTOWN GUELPH

Puppy power!

Under the clever disguise of a cute and appealing puppy, 11-week-old Tusker, a labrador/shepherd cross, gets set to hurl a snowball at an unsuspecting photographer. Providing strategic arms support is owner Krista Firth of Kincardine, a fourth-year student majoring in fine art. Photo by Trina Koster

Christmas is a time for sharing — with family, friends and the community. It's a time to reaffirm the common bond that ties us together on this earth. It's also a time for renewing hope and looking forward to the joys that the new year will bring. Bonnie, Daniel and I wish you a wonderful holiday season and a very happy new year.

Mordechai Rozanski

Heritage to benefit from sale of Stone Road land

U of G closed the sale of Stone Road Mall land Dec. 12 to a subsidiary of Hammerson Canada Inc., a wholly owned subsidiary of Hammerson plc of London, England.

Hammerson Canada Inc. was founded in 1968 and specializes in large-scale commercial real estate investment and development. It owns the Square One shopping centre and has its head office in Mississauga City Centre.

The Stone Road land was sold for $9 million, says administrative vice-president Charles Ferguson. The proceeds will be credited to the Real Estate Division and, on the approval of Board of Governors, transferred into the Heritage and Endowment funds of the University, he says.

B of G had cleared the way for eventually selling the Stone Road Mall land in June 1994 when it reaffirmed that the property was non-core (not essential to the University's present or future academic needs.)

The Real Estate Development Committee of the Board of Trustees of the Heritage Fund, along with B of G's Physical Resources and Property Committee and Executive Committee, had reviewed the case and agreed that this was non-core land and was therefore available for sale under the right circumstances, Ferguson says. The University's current core land holdings still exceed those acquired in the 1960s.

After acquiring the leasehold interest in the Stone Road Mall from Sifton Properties in July 1994, Hammerson entered into discussions with U of G about possible purchase of the mall land, he says. At its November meeting, B of G gave approval to conclude the sale.

The Heritage Fund was established in 1991 to build an inflation-protected endowment that will provide a perpetual, diversified and secure flow of funding to serve the University's revenue needs. ❐

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LETTERS

Community must be respectful of need for safe space

We are writing as members of the U of G community who believe that clarificatiun is necessary regarding the purpose of the C.J. Munford Centre and the way it operates.

First, it is our understanding that the centre exists in part as a drop-in and resource centre that is available to the campus community at large. A library will be built with funds received through one-time-only grants and in-kind contributions.

Second, part of the centre is designated as a "safe space" for persons of color and aboriginal persons only. Racial or cultural background is self-determined by individuals wishing to find refuge in the space.

The criticism has been made that all forms of exclusion on the basis of race contradict the goal of unity and inclusiveness. Indeed, the challenge of building a society that respects and values differences is one we all need to take up.

The report of the President's Task Force on Anti-Racism and Race Relations contains this definition of racism: "Racism manifests itself in racial discrimination and racial harassment of individuals, as well as in racially biased societal/institutional practices, policies and procedures." Racism also manifests itself in the form of racial assault.

We know that racism, sexism, discrimination and violence are realities in our current social system. It is difficult for some people to understand that racism is a form of violence.

Some — mostly white — people ask for evidence that racism exists because it's easy to overlook that which we do not experience in a direct way.

There is a fundamental difference between what is at play when a group that holds power chooses to exclude another less powerful group and when a marginalized group chooses to gather in solidarity and support.

Traditionally, people of color and aboriginal people have been excluded and discriminated against on the basis of race, a practice rooted in individual and systemic racism.

The Munford Centre does not exclude white people on the same basis. Indeed, it cannot because racism can never be "reversed" against a group that holds power and privilege on the basis of race, at all levels of our society.

The centre was created out of an underused weight room in the basement of Johnston Hall by a group of dedicated students who filled it with cast-off furniture and turned it into a sanctuary. The centre is a place to find support, validation in shared experience and, for some, a place to replenish the endless amount of energy required by people of color who struggle daily to build a more inclusive society.

In the context of a society and a university campus where racism exists, people of color and aboriginal people are in need of safe spaces. It is incumbent on all of us to be respectful of that need. As a symbol uf our commitment to eradicating racism at U of G, we as a community need to support the Munford Centre as it currently operates.

Karyn Sandlos
Leonard Preyra

Was letter harassment?

On reading the Dec. 7 letter from Gayle Valcriote, I was shocked by the vituperation heaped on Daniel Sellen for his Nov. 23 letter in *At Guelph* about the Munford Centre.

Can Sellen's letter really be considered to contain harassment? And was he in fact "heaving" this harassment at a room? My understanding of his letter was that he was trying to point out that racism will not be wiped out by creating more racism — a point well taken, I think.

Why does Valeriote assume that Sellen has plenty of privilege and is well funded merely because he is white? A rather biased assumption, is it not?

I regret that she has met with so much arrogance and racism from white members of the University community. I am supposing that she is a person of color, because it would otherwise be the epitome of arrogance for her to suggest that people of color cannot speak for themselves.

Margaret Berry
Applied human nutrition

Thanks for the kindness

I would like to thank everyone for the kindness shown to me and my family over the sudden loss of my father, brother-in-law and a close family friend.

I have been overwhelmed by the number of letters, faxes, cards, e-mail messages, visits and gifts that I have received and have found them all a great source of comfort in this time of sadness.

The outpouring of support from faculty, staff and students has reminded me of how privileged I am to not simply work for a company, but rather within a community.

Brenda Whiteside
Senate Office

United Way co-chairs offer kudos all around

We'd like to extend heartfelt thanks to all faculty, staff and students who supported the 1994 United Way campaign. Donations to the campus appeal have soared to meet our $170,000 goal. Special thanks to the University's retirees, who gave more than $16,000 to this worthwhile cause.

We also want to thank Guelph and Wellington campaign director Allison Haskins-Brown and the campus steering committee — Barbara Abercrombie, Lorraine Anderson, Cheryl Anderson-Langmuir, Sharon Anthony, Sheila Attwell, Mary Barbour-MacIsaac, Tammy Brown, Gary Ferris, Dudley Gibbs, Cathy Gill, Rena Gould, Virginia Gray, Karen Kovats, Pillalamarr Jagam, Anissa Jones, Bob Logan, Connie Male, Bruno Mancini, Rob McLaughlin, Dan McNally, Alan Meek, Iain Murray, Sean Reynolds, Mary Ann Robinson, George Taylor, Paulette Samson, Janet Wardlaw, Jane Watt and Sandra Webster.

In addition, we send sincere words of appreciation to the hundreds of volunteers who gave their time and effort to support the campaign. They, together with the support offered by their departments, have allowed us to help thousands of people in need in our community.

Denna Benn,
Animal-Care Services
Chuck Cunningham, Liaison
United Way co-chairs

Correction

In the Nov. 30 issue of *At Guelph*, the article "CUEW Members Join CUPE" indicated that Canadian Union of Educational Workers member (CUEW) Gillian Siddal is a contractually limited professor. In fact, she is a sessional instructor. Contractually limited professors are expressly excluded from CUEW. ❑

Fire Division's holiday food drive under way

The U of G Fire Division is again participating in the holiday food drive on behalf of the Guelph Food Bank.

This year, we will provide a donation box to any group or area that wishes one. We will also pick up any full donation boxes and deliver a replacement if needed. Anyone wishing to participate can call Ext. 2071 to arrange delivery.

The donation in previous years has exceeded 500 pounds, and we hope for another generous season. We wish a safe and happy holiday season to all members of the University community.

The Fire Divisinn

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At Guelph top stories and coming events can also be accessed on GRIFF.

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Executive editor: Sandra Webster, Ext. 3864.
Editor: Barbara Chance, Ext. 8580. **Writer:** Maurica Oishi, Ext. 2592.
Advertising co-ordinator: Vicki Gojanovich, Ext. 6690.
Production: Linda Graham, Ext. 6581.

Editorial advisory board: Prof. Don MacLaurin, HAFA; Prof. David Swayna, Computing and Information Science; Prof. Suzy Laka, Fine Art; Prof. Ann Oaks, Botany; Sheila Trainer, David Hull, U of G Library, Jane Watt, Human Resources; Jim Rahn, Veterinary Teaching Hospital; Prof. Bram Cadsby, Economics; Prof. Praveen Saxana, Horticultural Science; David Ogden, Central Student Association; Elaina Power, Graduate Students' Association; and Guelph lawyer Robin-Lee Norris.

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Please Recycle

Former U of G provost Paul Gilmor, left, was on hand last week to present the award named in his honor to Baljit Singh and Ginny Campbell.
Photo by Maurice Oishi, University Communications

Area universities look at ways to collaborate

U of G, the University of Waterloo and Wilfrid Laurier University have formally joined forces to expand collaborative initiatives.

A presidentially appointed working group has been formed, consisting of academic vice-president Jack MacDonald, Waterloo vice-president and provost Jim Kalbfleisch and WLU academic vice-president Rowland Smith.

Because of their proximity, the three universities have a history of collaboration in research and graduate and undergraduate programs. They share joint graduate programs and participate in the Native University Access Program. Plans are under way to extend the existing audio-visual link between Guelph and Waterloo to WLU, and discussions are in progress to cope with library acquisitions and storage.

"Together, we have increased the breadth and quality of our academic programs and decreased the costs of program delivery, while respecting each other's autonomy and distinctiveness," said president Mordechai Rozanski in a Dec. 12 joint memorandum with Waterloo president James Downey and WLU president Loma Marsden.

In the midst of its strategic-planning process, Guelph looks forward to other joint initiatives, said Rozanski. "Increased collaboration is an important component in a successful strategy to maintain and enhance quality in light of the funding difficulties we face." ❐

Contributions to student life honored

by Maurice Oishi
University Communications

This year's recipients of the R.P. Gilmor Award may have achieved the honor through different routes, but they travel the same road when it comes to their commitment to student life, say their nominators.

Ginny Campbell is a program counsellor and assistant to the dean in FACS; Baljit Singh was active in graduate student politics and on campus committees as a PhD student in the Department of Biomedical Sciences. They were selected from 15 nominees for exceeding the award's criterion of contributing to the betterment of student life at U of G.

Campbell was cited as an individual who, over a 24-year campus career, has put a human face on the University with her ability to recognize and respond to people's needs.

"She reminds us that university is to be experienced, that it's up to us to take full advantage of opportunities," said nominator Andrea Pavia, a second-year HAFA student.

Campbell is actively involved in student liaison and first-year study programs. Through workshops, she has ensured that advisers in her program are well grounded in the responsibilities and demands of their roles. Earlier this year, she organized the first conference for academic advisers and counsellors in Ontario.

Singh, who now teaches at the Atlantic Veterinary College in P.E.I., completed his graduate degree at Guelph earlier this year. In 1993, he received the Teaching Excellence Award from the Central Student Association. Singh served as a U of G senator and as vice-president, internal, of the Graduate Students' Association. He sat on numerous committees, including the President's Task Force on Anti-Racism and Race Relations, the Research Board and the DVM program selection committee.

In accepting the award, Singh acknowledged that his commitment to community was an extension of the concept of student life envisioned by Paul Gilmor, U of G's provost from 1967 to 1987. ❐

Body found in pond

The body of a man who was a part-time student at U of G was taken from the pond at the Arboretum Dec. 7. Two Guelph students who were out for a walk around the Arboretum found a pile of clothing near the pond at about 11 p.m. They notified University Police and assisted in searching the area.

After a brief search, the body was taken from the pond. An autopsy was performed, and the cause of death was determined as drowning.

Guelph Police say they do not suspect foul play. The body has been identified by next of kin, and the investigation is continuing, police say. ❐

Community urged to cut use of fine paper as prices escalate

Now would be a good time to stock up on fine paper, says Lynn Drohan, supervisor in Central Purchasing. That's because drastic price increases are expected in the new year.

Manufacturers have indicated that the price of fine paper could increase from 30 to 50 per cent before prices stabilize, probably next summer, Drohan says.

According to trade publications, the pulp and paper industry has experienced unprecedented price increases due to a shortage of pulp on the market, labor turmoil and inflating transportation costs. At the same time, demand for pulp on the world market has skyrocketed.

Drohan says U of G has been protected from the price increases by a contract with supplier Buntin Reid Paper. This contract expires at the end of December. Central Purchasing is negotiating a contract extension with the paper supplier to minimize the financial impact on the University and to secure a paper supply.

U of G will feel the first effects in the cost of fine paper, but Drohan notes that finished products such as business forms, continuous computer paper, custom printing, labels, envelopes, books and magazines will eventually feel the brunt as well.

Drohan urges departments to reduce paper consumption by using other methods of communication and information storage, such as electronic mail and *At Guelph*. New price lists will be issued to departments as soon as negotiations are completed. For more information, call Drohan at Ext. 2139. ❐

Have a safe Christmas

Don't let the excitement of the holiday season let you lose more than your blues.

Burglars make easy prey of unsuspecting holidayers. Security Services offers these tips to protect your home and belongings.

- Take extra care to lock doors and windows, even if you're only leaving your home briefly.
- Don't display gifts in your home — or store them in your car — where they can be seen.
- If you go out of town, put your lights on an automatic timer and ask a neighbor to watch your house and pick up the mail. Make it look like you're at home.
- Be wary of strangers at the door, including those asking for charitable donations (they could be scams) or couriers delivering "misaddressed" parcels (they could be checking out your house and contents). Ask for identification.
- Mark new gifts and other valuables with an identifying mark or number to help police identify your possessions in case your house is burglarized.

Also keep an eye open for potential seasonal fire hazards.

- Never burn wrapping paper in the fireplace.
- Use only fire-resistant ornaments and make sure your lights are in good working order.
- If you have a real Christmas tree, keep it watered. Don't leave the tree lights on overnight or when you are out.
- Teach your children not to play with the lights or electrical connections.
- Test your smoke detectors.
- Tell guests of your security and fire precautions and ask them to abide by them. ❐

A quarter-century home

The School of Landscape Architecture celebrated its 25th year in this building in 1994. The building was originally the seed research facility on campus, but when the researchers moved to the Crop Science Building, it was renovated for the four-year-old School of Landscape Architecture. The school, which had its beginnings in the Hutt Building, was the first of its kind in Canada at the time. Above, students celebrate the anniversary with the school's current director, Prof. Jim Taylor, left, and founding director, Victor Chanasyk.
Photo by Maurice Oishi, University Communications

Gathering at the Bovey Greenhouse Café, where they first talked about plant/insect interaction during CO_2 exposure, are, from left, Profs. Michael Dixon, Jonathan Schmidt, Bernard Grodzinski and Jim Tsujita.

Photo by Trina Koster, Office of Research

Target: pesticide-free insect control

by Steve O'Neill
Office of Research

A safe, stable gas popularly used to enhance plant growth in greenhouses may also control bugs lurking there.

Carbon dioxide (CO_2) — the primary nutrient involved in photosynthesis, on which all plant life depends — has long been known to enhance plant growth. Now, a research team led by Prof. Bernard Grodzinski, Horticultural Science, is exploring a potentially beneficial side-effect of high CO_2 exposure — pesticide-free insect control. The cross-disciplinary team's goal is a better understanding of the entire plant/CO_2/-insect interaction.

"We know that CO_2 has at least one beneficial impact on plants — enhanced growth," says team member Prof. Jonathan Schmidt, Environmental Biology. "We want to see what the other implications are."

All animals, including humans, exhale CO_2. Plants take it from the atmosphere and turn it into sugar, which is converted into energy and sparks plant growth. Increased doses of CO_2 mean increased growth. Many greenhouse growers currently double or triple ambient levels of CO_2 in their greenhouses to enhance the growth of crops in the tightly sealed enclosures. The additional CO_2 offsets the rapid uptake of the gas from the greenhouse atmosphere due to photosynthesis.

Researchers monitoring the effects of CO_2 exposure have noticed an unexpected but welcome side-effect of the procedure. Exposure reduced the populations of certain insects, including thrips, aphids and whiteflies, which are serious pests to many ornamental and vegetable greenhouse plants. Although a few horticulturists have observed the effect, it was not studied in any detail.

"Some of the scientific literature regarding the use of CO_2 as a growth enhancer noted its effect on insects, but mention was usually anecdotal," says Schmidt.

The research team's own interest in the phenomenon is the result of Grodzinski's decade-old program of studies on photosynthesis, as well as the placement of both Horticultural Science and Environmental Biology departments in the Bovey Building three years ago.

The issue of plant/insect interaction during CO_2 exposure began as the subject of a conversation that took place, appropriately enough, at Bovey's Greenhouse Café. Grodzinski's curiosity was piqued. Along with Schmidt and Profs. Michael Dixon and Jim Tsujita, Horticultural Science, he decided to make the subject a full-fledged research project.

The team is using greenhouse vegetable crops such as cucumbers and peppers, as well as ornamental ones like poinsettias and roses, as models for their research. The plants will be exposed to differing amounts and types of CO_2 exposure, while being monitored for physiological changes. At the same time, thrips, aphids and whiteflies directly exposed to CO_2 and those allowed to feed on CO_2-exposed plants will also be studied and compared for physiological changes and differences.

Specifically, the researchers want to determine whether the effect of CO_2 on insects is direct (if the levels used by growers are toxic to the pests) or indirect (if physiological changes to the plant caused by the gas somehow make the plant itself less desirable to the insects that feed on it).

The team also hopes to establish the best level and type of CO_2 application for safe and cost-effective growth enhancement and pest control.

Although the project is still in its early stages, growers will be paying close attention to the results. CO_2 is a proven growth enhancer for plants; as a pest control, it could offer an alternative to commercial pesticides. Because the substance is entirely absorbed by the crop, problems associated with excess pesticides entering the natural environment could be eliminated. Because many greenhouse growers already have in place the equipment and technology for CO_2 application, adapting it to pest control would be relatively simple and inexpensive.

Schmidt says that apart from the practical implications, the research will answer important basic questions. "This work isn't just aimed at developing better plant management. We're trying to increase our knowledge about both plant and insect physiology."

This research is supported by the Natural Sciences and Engineering Research Council and the Ontario Ministry of Agriculture, Food and Rural Affairs.

Any graduate or fourth-year undergraduate students with an interest in plant and insect physiology who wishes to get involved in this project should call Grodzinski at Ext. 3439 or Sehmidt at Ext. 6253. ❑

GRADUATE NEWS

The final examination of **Donna Lum**, an M.Sc. candidate in the division of applied nutrition in the Department of Family Studies, is Dec. 14 at 10 a.m. in Room 233 of the FACS Building. The thesis is "Weight Change Patterns in Geriatric Patients on Long-Term Tube Feeding." Her adviser is Prof. Betty Miles.

The final oral exam of **Hilary Sullivan**, an M.Sc. candidate in the Department of Rural Extension Studies, is Dec. 16. The presentation is at 10 a.m. in Room 101 of the MacLachlan Building, followed by the defence in Room 228. The major paper is "Perspectives on Kolb's Experiential Learning Model: Implications for Extension/Adult Education." Her adviser is Prof. Jim Shute.

The final exam of M.Sc. candidate **Louise Oke**, division of family relations and human development, Family Studies, is Dec. 16 at noon in the Marriage and Family Therapy Centre. The thesis is "Locating the Therapist's Self: Reflections from Family Therapists." Her adviser is Prof. Jean Tumer.

The final exam of **Alexandru Merica**, an M.Sc. candidate in the Department of Chemistry and Biochemistry, is Dec. 19 at 2:10 p.m. in Room 370 of the Chemistry and Microbiology Building. The thesis is "An Approach to the Synthesis of the Bicyclo[5.3.1]undecane Skeleton of the Taxanes." The adviser is Prof. Gordon Lange.

The final oral exam of M.Sc. candidate **Katherine Elliott**, Rural Extension Studies, is Dec. 19. The presentation is at 10 a.m. in Room 101 of the MacLachlan Building, followed by the defence in Room 228. The major paper is "Learning Needs of Adoptive Parents Who Adopt Internationally: An Urban/Rural Comparison." Her adviser is Prof. Jim Shute.

The final oral exam of **Antonius Subiyatno**, a PhD candidate in the Department of Animal and Poultry Science, is Dec. 20 at 9:10 a.m. in Room 141 of the Animal Science and Nutrition Building. The thesis is "Supplemental Chromium for Dairy Cows: Responses to Glucose Challenges and Early Lactation Performance." His adviser is Prof. Dave Mowat.

The final oral exam of PhD candidate **Eduardo Wilner**, Philosophy, is Dec. 20 at 1 p.m. in Room 132 of the MacKinnon Building. The thesis is "Experimental Evolutionary Biology and Experimental Realism." His adviser is Prof. Michael Ruse.

The final oral exam of M.Se. candidate **Bruce Abel**, Rural Extension Studies, is Dec. 20. The presentation is at 10 a.m. in Room 101 of the MacLachlan Building, followed by the defence in Room 228. The major paper is "The Utilization of Peer Helpers in Distance-Education Learner Support Systems." His adviser is Prof. Glen Filson.

The final exam of **Alexandre Konstantinov**, an M.Sc. candidate in the Department of Chemistry and Biochemistry, is Dec. 20 at 10:10 a.m. in Room 220 of the MacNaughton Building. The thesis is "Photolysis of Octachlorodibenzo-p-Dioxin and Octachlorodibenzo-furan in the Absence and Presence of Triethylamine." The adviser is Prof. Nigel Bunce.

The final oral exam of PhD candidate **Charles Mwendia**, Animal and Poultry Science, is Dec. 21 at 9:10 a.m. in Room 141 of the Animal Science and Nutrition Building. The thesis is "Tannins in Tropical Legumes: Characterization and Effects on Ruminal Biological Cavity." His adviser is Prof. Jock Buchanan-Smith.

The final oral exam of **Yueqiang Gu**, an M.Sc. candidate in the Department of Chemistry and Biochemistry, is Dec. 21 at 2:10 p.m. in Room 370 of the Chemistry and Microbiology Building. The thesis is "Electrochemistry of Layered Double-Hydroxide Modified Electrodes." His adviser is Prof. Mark Baker.

The final oral exam of M.Sc. candidate **Brian Provini**, Rural Extension Studies, is Dec. 23. The presentation is at 9 a.m. in Room 101 of the MacLachlan Building, followed by the defence in Room 228. The major paper is "A Study of the Recommendations of Foreign Students for Canadian Post-secondary Education." His adviser is Prof. Mark Waldron.

The final oral exam of **David Ricciatti**, an M.Sc. candidate in the Department of Veterinary Microbiology and Immunology, is Jan. 6 at 9 a.m. in Room 101 of VMI. The thesis is "The Expression of Antigens of *Actinobacillus Pleuropneumoniae* in Artificial Media and Development of an Improved Bacterin." His adviser is Prof. Janet MacInnes. ❑

JOBS

As of *At Guelph* deadline Dec. 9, the following opportunities were available:

Manager, Arkell Animal Facilities. Salary range: $33,855 minimum, $39,780 normal hiring limit, $42,319 midpoint. Removal date: Dec. 16/94.

The following was available to on-campus employees only:

Custodian 3, Housekeeping Department, day shift, two positions available. Salary: $13.70 an hour job rate, probation rate $.20 an hour lower. Removal date: Dec. 16. ❑

Ferguson bids a fond farewell

by Sandra Webster
University Communications

When family and friends of administrative vice-president Charles Ferguson gather to celebrate his retirement, they'll be recalling a career that has spanned 27 1/2 years.

Known to colleagues over the years as "CCF" (the middle C stands for Crichton), Ferguson has served under five presidents — Bill Winegard, Don Forster, Burt Matthews, Brian Segal and Mordechai Rozanski.

Ferguson in the late 1960s.

Ferguson was recruited to Guelph in 1967 as assistant to administrative vice-president Bert Millward. When Wilfrid Bean succeeded Millward, Ferguson became Bean's executive assistant. Forster named him director of administrative services in 1975 and vice-president, administration, in 1976.

They must have known that the Royal Military College graduate who was a Royal Canadian Dragoons troop commander in Korea, an instructor in basic training and armored tactics, and a teacher and football coach had the right stuff to be responsible for budget, policy and legal matters, labor negotiations and a vast domain of ancillary operations.

In a recent interview with *At Guelph*, the ever-reserved and unassuming VP recalled his early years as secretary to the Research Board and Board of Governors, and as a member of the Committee on University Planning, whose recommendations shaped the seven colleges as they are today.

Ferguson says he's proud of a number of milestones, highlighted below.

- As founding director and secretary of the U of G Faculty Club, he played a key role in incorporating and licensing the social club.
- As a member of the organizing committee and honorary secretary of the Huntsman Marine Laboratory at St. Andrews, N.B., he was responsible for its incorporation and helped garner government support.
- In 1972, he participated in a group charged by Winegard to establish a governing structure for the University Centre.
- As founding director and chair of the board of trustees of the Macdonald Stewart Art Centre, he was on hand for the official opening of the centre in 1980 and the Donald Forster Sculpture Park in 1983.
- Under his leadership as vice-president and member of the board of directors of the Cutten Club, U of G became the club's 100-per-cent shareholder in 1993.
- In 1985, he signed an agreement with GEAC Canada Ltd. of Markham to market the University's student information system and to acquire a GEAC 9000 computer for the Office of the Registrar.

The Cresap internal review, the 1990 first-ever full-scale study of Guelph's non-teaching functions, was Ferguson's biggest challenge. Three years and three phases later, it would result in a budget reallocation of $4.6 million and the removal of about 100 positions.

In hindsight, he believes the institution tried to do too much too quickly, and he recalls the fatigue employees experienced by the end of Phase 3.

"Cresap did, however, challenge the traditional ways we did business, forced us to look at what services were essential and made us realize that we must adapt to continuous change and that external funding is no longer a guarantee," he says.

In 1970, Ferguson, far right, examines development plans for the Huntsman Marine Laboratory with some other members of the facility's board of directors. From left are D.C. Arnold of Mount Allison University, Max Dunbar of McGill University, John Anderson of the Biological Station in St. Andrews, N.B., and U of G's Keith Ronald, now retired from the Department of Zoology and the Arboretum.

Academic vice-president Jack MacDonald says U of G has never had a more committed or loyal employee than Ferguson. "Charles helped make U of G a better place to work," he says. "His coolness under fire and his optimism have carried us through many difficult times, and I have always valued his sound council and his friendship."

Long-time associate Derek Jamieson, director of Institutional Analysis and Planning, says Ferguson's greatest strengths have been his capacity for hard work and an ability to stay calm under the most trying of circumstances. "In all of this, he retained his sense of humor," Jamieson says.

Roger Jenkins, director of Physical Resources, who joined U of G one year before Ferguson, calls the VP's retirement the end of an era. "Those of us who were here during the booming '60s considered ourselves builders of the University, and we are all taking our leave."

Perhaps Ferguson's greatest legacy is that Guelph now has more land assets than at any other time in its history. He steered the development of the Research Park, the Puslinch gravel pit and the Village by the Arboretum and was responsible for land holdings such as the Eramosa Research Station and Cruickston Park.

"This dedication to building for the long term symbolizes Charles' special talents, which are appreciated by all who have worked with him, particularly our Board of Governors and the Board of Trustees of the Heritage Fund," says Rozanski.

"Charles has a firm command of the facts, an authoritative understanding of the issues and a persuasive common sense that engenders confidence in his business judgments and general advice," says the president. "We will try to call on him when we can." ❑

In 1985, Ferguson sheres e leugh with then acedemic vice-president Howerd Clark, left, end then president Burt Matthews, centre.

Photo by Ted Carter

Over the yeers, Ferguson has donned cap and gown to attend dozens of convocation ceremonies. Here he is in 1977.

OUR COMMUNITY

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NOTICES

Deadline extended

The Advisory Committee on Sexual and Gender Harassment has extended the deadline from Dec. 16 to Feb. 15 for responses to proposed revisions to the sexual and gender harassment policy. If you would like a resource person to discuss the changes with your staff or group, call advisory committee chair Jocelyne Pmulx at Ext. 2078.

OVC seminars

The Department of Biomedical Sciences' graduate student seminar series wraps up for the fall semester with Mkangara Minja discussing "Immunotoxicity Assessment of Chemicals in the Bovine" Dec. 9 and Dawn Kelk looking at "Manipulation of Nuclear and Cytoplasmic Origin to Examine Early Embryo Development," Dec. 16. The seminars begin at noon in Room 1642 of OVC.

Pesticide safety

Environmental Health and Safety will present the grower pesticide safety course offered by Ridgetown College Jan. 10. It will run from 9 a.m. to 5 p.m. in the Crop Science Building. All full-time U of G employees who apply pesticides must hold a current certificate. To obtain a certificate, participants must complete an open-book exam. Cost of the course is $40, which includes a manual. To register, call Laura Mann at Ext. 3282.

Math seminar

Warren Seider of the University of Pennsylvania looks at "Multiphase Equilibria in Process Design" at 10 a.m. in Room 201 in the MacNaughton Building. The talk is sponsored by the Department of Mathematics and Statistics

T-shirts for sale

The Homecoming Committee will be selling off its remaining inventory of Homecoming T-shirts Dec. 14 and 15 from 11 a.m. to 1 p.m. in the University Centre courtyard. Cost is $7.

On advertising

John Quilkey of La Trobe University in Australia takes "One More Look At Advertising: Somewhat Applied" Dec. 9 at 3 p.m. in Room 117 of the MacKinnon Building. The talk is sponsored by the Department of Agricultural Economics and Business.

Memorial Service

"Blue Christmas," an interfaith memorial service for people facing Christmas following the death of a loved one, will be held Dec. 15 at 5 p.m. in Room 442 of the University Centre.

GLACURCH conference

Interhall Council will host the 1995 regional conference of the Great Lakes Affiliation of College and University Residence Halls (GLACURCH). It's the first time the event has been held outside the United States. Some 800 delegates from across the Great Lakes region are expected to attend the November conference. Anyone interested in helping with the conference or finding out more about GLACURCH can call Interhall Council at Ext. 8304.

Nutrition talks

The Department of Nutritional Sciences' fall seminar series concludes with Martha Stipanuk of Cornell University discussing "Dietary and Physiological Regulation of Hepatic Cysteine Metabolism" Dec. 9 and Wen-Hui Lee looking at "Major Lymphocyte Subsets in Blood and Lymphoid Organs in Diverse Murine Models of Weanling Protein-Energy Malnutrition" Dec. 16. The talks begin at 11:10 a.m. in Room 141 of the Animal Science and Nutrition Building.

Research opening

The Department of Animal and Poultry Science has an opening for a research associate to carry out applied research in bovine semen and artificial inseminations. The position is permanent full time for 12 to 18 months, beginning Jan. 30. Apply to Prof. Mary Buhr at Ext. 6377 by Jan. 9.

No bus service Jan. 2

The Guelph Transportation Commission will observe New Year's Day Jan. 2 and will not provide city bus service on that day. Anyone who relies on the bus should plan alternative transportation. ❑

Christmas library hours

The library will operate with a reduced schedule and limited services during the Christmas and between-semester period. On Dec. 18, the McLaughlin Library will be open from noon to 5 p.m., and the Veterinary Science Section will be closed.

From Dec. 19 to 23, McLaughlin and Veterinary Science will be open from 8:30 a.m. to 5 p.m. Both will be closed Dec. 24 to 26, open Dec. 27 to 29 from noon to 5 p.m. and closed Dec. 30, 31 and Jan. 1. They will reopen Jan. 2, with hours from 8:30 a.m. to 5 p.m.

Library services are limited during this time. For reference service hours, call Ext. 3617.❑

WORSHIP

Roman Catholic Eucharist is celebrated Sundays at 10:10 a.m. in Thornbrough 100.

The Open Door Church (Anglican/United/Presbyterian) runs Sundays at 7 p.m. in UC 533.

Care of the Soul, a Thursday session of prayer and music, begins at 12:10 p.m. in UC 533.

Womanspirit, a spirituality circle open to all women, runs Fridays at 12:10 p.m. in UC 533.

Guelph Unitarian Fellowship will celebrate an intercultural holiday Dec. 18 at 10:30 a.m. Leading the service will be Dudley Gibbs and Elizabeth Cockburn. Everyone is welcome.

Multifaith calendar

In Zoroastrianism, Dec. 26 is the anniversary of the death of Prophet Zarathustra, founder of the Zoroastrian faith. From Dec. 31 to Jan. 4, Ghambar Maidyarem celebrates the creation of animals and is a time for equitable sharing of food.

In Islam, Dec. 29 is Miraj-un-Nabi, commemorating the ascension of the Prophet to heaven following his night journey from Mecca to Jerusalem.

In the Baha'i faith, Dec. 31 is Sharaf, the 16th month of the year.

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CLASSIFIEDS

FOR RENT

One or two bedrooms in student-occupied townhouse, Willow West area, parking, on bus route, laundry, kitchen, must like cats, non-smokers, $187 to $250 a month plus utilities, four-month lease, January to April, 836-0537.

Two-bedroom condo to share, laundry, parking, female only, non-smoker, no pets, available Jan. 31, $375 inclusive, 824-8509 after 6:30 p.m.

Two-bedroom apartment to share, near downtown, on bus route, laundry, parking, female only, non-smoker, no pets, $340 a month, Jackie, 821-1610.

Three-bedroom furnished townhouse, close to downtown, available on six- or 12-month lease starting in January, Ext. 8211 or 822-6195.

Unfurnished room in two-bedroom apartment in house, two-minute walk to OVC, parking, well-behaved pets OK, available Jan. 1 with fall option, $325 a month inclusive, Olga, 836-5474 (416-932-3815 after Dec. 16).

Room in downtown house, shared kitchen, television, quiet atmosphere, available now, $275 a month plus utilities, 821-2875 or 766-4756.

AVAILABLE

Nine-month-old female German shepherd/collie cross, free to good home, country preferred, Carmen or Steve, 766-9854.

WANTED

Responsible, mature person to share older home near downtown and Exhibition Park, January to April, 822-4724.

Female to share two-storey brick house, near downtown, quiet non-smoker, available immediately, $285 a month plus utilities, 824-9366.

FOR SALE

Rossignol Jr. slalom skis, 150 cm; Solomon bindings, Raichle boots, size 4; girl's Sunice ski jacket, size 12; wine-making equipment, 836-8203 evenings.

Woman's necklace, 16-inch, heavy 10-karat gold, 822-4724.

1988 Hyundai Excel, four-door, four-speed, AM/FM stereo, certified, 763-6107.

1993 Pontiac Sunbird LE, 70,000 km, 822-5735 after 6 p.m.

LOST & FOUND

Watch found in UC in September, call 822-4724 to identify.

Two-year-old long-hair marmalade male cat lost Dec. 2 in Willow West Mall area, 836-0537 anytime.

FOR SALE

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824-4120, Ext. 4432 or 821-1783 evenings

Nepal '95

At 4,000 meters, oxygen won't be required, but good sunglasses will be if you intend to join me on my 3rd trek to Annapurna. Pay-as-you-go and very economical. Good physical conditioning and organizer fee required. March 3 to 27.

Call Cam McIntosh, P.O. Box 1452 Station B, Mississauga, Ont. L5A 3T1 Phone or fax: 905-566-8497.

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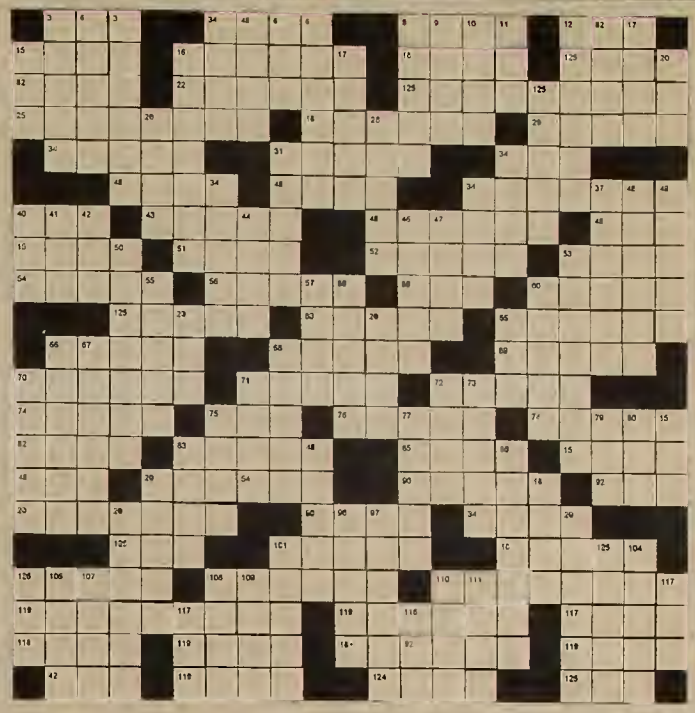
Christmas Puzzle



ACROSS

1. Santa's head covering
4. Santa Malay dagger
8. Teut. sea demon
12. Watt-hour, abbr.
15. "Up the chimney he ___," (Night Before Christmas)
16. These parts of houses have Xmas wreaths
18. Bitter herb
19. Turmeric, pl.
21. Send forth
22. This fellow loses out on Christmas
23. Children have a lot of these before Christmas
25. Science of teaching
27. Prying bars
29. Consumed
30. Relates
31. "It came upon a midnight___"
32. Eastern Standard Time, init.
33. Egyptian queen of gods
35. Egyptian vipers
36. The "real" Santas
40. Don't be this if you want Santa to visit
43. Imp
45. Adorn
48. Love, in Scotland
49. Sassafras tree
51. December 25, for example
52. French river
53. Bird
54. Turkey substitute on some tables, pl.
56. Scrooge was one
59. Christmas color
60. Warble
61. ___ Kringle
63. Gain knowledge
65. Polishes
66. Arabian nobles
68. A favorite Christmas decoration
69. Type of railroad car
70. Inflame with love
71. Did again
72. Surrounded by
74. Comparatively unimportant
75. Sheep tick
76. ___ canes
78. Sinter ___, Dutch Santa Claus
82. Ova
83. What Santa might do to his whiskers
85. Nested boxes
87. Roof edge
88. Nautical mile equivalent, init.
89. Place to hang the mistletoe
90. Microbes
92. Sheepfold
93. Favorite
95. Go!, Latin
98. Yokel
100. Shoe size
101. Fragrant evergreen, Christmas decoration
102. Used on the Yule log
105. One of Santa's reindeer
108. Pursues
110. Throaty
113. Worn when Christmas is snowy and wet
115. "Merry Christmas", for example.
117. Moslem title
118. "Santa Claus", or Joseph
119. Lath
120. Harnessed together like Santa's reindeer
121. A certain forty days
122. Taken advantage of
123. Chance
124. Marsh plant
125. Student nurse training, init.

DOWN

1. One of the reindeer
2. Apart
3. Flower parts
4. Rugged rock
5. Santa's complexion
6. Business term, abbr.
7. Reindeers' home, pl.
8. One who walks in water
9. Seaweed
10. Santa brings lots of these
11. Termination
12. Its hung on the front door
13. Warmth
14. Sometimes this looks like a light snow
15. Representative, abbr.
16. Covered with 14 down
17. Hard for a child to do on Christmas Eve
20. Master of Science in Nursing
24. What Santa does on December 26
26. "Mighty ___ I ain't a girl", from "Jest 'fore Christmas"
28. Urns
31. They're made of candy at Christmastime
32. Comfort
34. Moslem holy man, pl.
36. Doting
37. Girl's name
38. ___ coaster
39. Christmas ___ for Christmas cards
40. Santa's pack, for example
41. What Santa never seems to do
42. Owed
44. Boy's name
46. "___ Christmas"
47. "Tres ___"
50. Santa's neighbors
53. Kriss ___
55. Mistake
57. Hypothetical force
58. Memento
60. Cogitate
62. Israel, abbr
64. Alan ___
65. Sandra Day O'Connor, init.
66. Riddle
67. Creche
68. Fence of Shrubs
70. Edit
71. Lease
72. American Dept. of National Education, init
73. A gift of the Magi
75. Christ the ___
77. African river
79. Swiss river
80. "___ Maria"
81. "to ___ what was the matter", (Night Before Christmas)
83. Trigonometry function
84. Santa's helpers
86. Left out
89. Napery, pl.
91. Native of Edinburg
94. Smirked
96. Skillful
97. Another of Santa's reindeer
99. Small knobs
101. Throws
103. A Christmas color
104. ___ Nicholas
105. German title
106. Biblical name
107. Gull genus
108. Christmas weather
109. "from his ___ to his foot", (Night Before Christmas)
110. Pioneers' Christmas dinner featured this meat
111. Secondhand
112. Landing ship
114. Health Services Organization, init.
116. Charlotte ___

For crossword solution, see page 2.

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United Way over the top

Thanks to the generosity of Guelph students, staff, faculty and retirees, the 1994 campus appeal for the United Way has reached its $170,000 goal.

At an appreciation reception for volunteers and organizers Dec. 7 at the Whippletree, president Mordechai Rozanski presented Dennis Grimm, Guelph and Wellington campaign president, with a cheque for the highest amount the University community has ever donated to the United Way.

The Guelph and Wellington County campaign officially ended Dec. 8 with a total of $1.18 million, $65,000 over goal. Grimm said the University's nine-per-cent higher goal setting was a benchmark for the downtown community goal and means that many more thousands of dollars will reach the people in the community who need services from agencies sponsored by the United Way.

At the Dec. 7 reception, campus co-chairs Denna Benn, director of Animal-Care Services, and Chuck Cunningham, assistant registrar for liaison, applauded the efforts of the volunteers and organizers.

The Gabrielle Hubert Memorial Award, presented annually in recognition of an outstanding contribution to the campus campaign, went to Sheila Attwell, Hospitality and Retail Services, and Mary Barbour-MacIsaac, Human Resources.

The draws for the two grand prizes were also made. Trevor Smith of the Department of Nutritional Sciences won the grand prize of a weekend for two in Toronto courtesy of TTI Frederick Travel in Guelph. Joan Robertson of Animal-Care Services won the Stratford Festival hotel and theatre package, courtesy of the Office of the President.

Certificates of appreciation were presented to 200 canvassers and volunteers, and the following campus areas were recognized for reaching milestones:

- Platinum (100-per-cent participation with per-capita donation of $70 or more) — Office of the President, Continuing Education (short courses), Office of the Associate Vice-President for Student Affairs, Real Estate Division, University Affairs and Development (Development Management), Library (Collections) and Physical Resources (director's office),
- Gold (80-per-cent participation with per-capita donation of $55 or more) — Human Resources, Computing and Communications Services (CCS) (Academic Systems and Data Communications), Animal-Care Services, University Affairs and Development (Alumni Affairs) and Office of First-Year Studies.
- Silver (50-per-cent participation with per-capita donation of $40 or more) — Office of the Vice-President, Administration, Office of the Vice-President, Academic, Internal Audit, University School of Rural Planning and Development, Continuing Education, Independent Study, Institutional Analysis and Planning, CCS (administration), Counselling and Student Resource Centre, Office of the Registrar, Graduate Studies, Macdonald Stewart Art Centre, OAC dean's office, the Arboretum, School of Landscape Architecture, HAFA, OVC dean's office and assistant dean's office, OVC Computer Group, Equine Research Centre, CPES dean's office, Telephone Services, Office of Employment and Educational Equity, University Affairs and Development (University Communications, Annual Giving and Support Services, Development, Community Services), CCS (User Services), Conference Services, Human Resources (Compensation and Benefits, Environmental Health and Safety and Client Services), U of G Library (Reference Services), Physical Resources (Engineering) and the departments of Rural Extension Studies, Nutritional Sciences, Animal and Poultry Science, Physics, Population Medicine, Environmental Biology, Family Studies, Consumer Studies and Molecular Biology and Genetics.
- Bronze (groups achieving a 20-per-cent increase in either participation or total donations) — Revenue Control, Controller, Hospitality Services, Mail Services, Athletics, Student Health Services, Centre for International Programs, FACS dean's Office, School of Human Biology, Instructional Support Group, Library (Administrative Systems and Acquisitions and Bibliographies), Accounts Payable, Physical Resources (Planning and Administration, Housekeeping) and the departments of Economics, Mathematics and Statistics, Sociology and Anthropology, Animal and Poultry Science, Food Science and Land Resource Science.

The United Way co-chairs also thank Mike Stultz, manager of Pizza Hut on Stone Road West; Dave Phillips, manager of the Whippletree, and his staff; Hospitality and Retail Services; Zehrs; and pianist Ryan Ewaskiw for their contributions to the recognition celebration. ❐

It was pizza and punch all around Dec. 7 as campus United Way volunteers and organizers gathered at the Whippletree to celebrate U of G reaching its $170,000 goal. Above, Dennis Grimm, campaign chair for Guelph and Wellington, left, accepts the cheque from co-chairs Chuck Cunningham and Denna Benn, and president Mordechai Rozanski.
Photo by Maurice Oishi, University Communications

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